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CAUT ACPPU
BULLETIN

INSERT
CAUT AF&T Committee Report

Vol. 43, No. 9 — November 1996 novembre

The Smith Commission

Future Directions for Education in Ontario

BY LYNNE AINSWORTH

TAX REVENUE, NOT TUITION, is still the most effective way to fund Ontario's 22 universities, the Ontario Confederation of University Faculty Associations told a blue-ribbon panel looking at the future of post-secondary education in Ontario.

Given the benefits that society at large receives on its investment in post-secondary education, the confederation has questioned the fairness of placing an increasing share of the costs on students.

University tuitions in Ontario rose 20 per cent this fall and now cover 36 per cent of the cost of an undergraduate degree. The 1996-97 increase follows tuition hikes of 10 per cent in each of the previous three years. Tuition has been expected to make up for the shortfalls in provincial funding, but many educators fear the higher fees are becoming too much of a financial burden for students and their families.

"There is a threshold beyond which the barriers of cost prevent people from coming to university," says Michael Piva, president of the Ontario Confederation of University Faculty Associations (OCUFA). "I believe that threshold has been reached and we're beginning to see serious consequences."

The confederation is one of 200 groups or individuals that presented briefs to the five-member government-appointed panel. The panel, chaired by David Smith, retired principal of Queen's University, visited 10 Ontario cities this fall to hear what people had to say about their universities. The panel — Fred Gorbet, senior vice-president of operational services for ManuLife Financial; Catherine Henderson, president of Centennial College; Bette Stephenson, a former Conservative minister of education, and David Cameron, chair of political science at Dalhousie University — is to present written recommendations to Ontario's Education Minister John Snobelen on Dec. 15.

John Snobelen — Ontario's Minister of Education

The education minister set up the panel in July to address three areas of concern:

Cost-sharing — how the cost of operating a $2.2 billion system should be shared between students, government and the private sector.

Co-operation — ways to promote and support co-operation between universities and colleges.

Future directions — the use of technology, such as the Internet, to create virtual universities to overcome problems of access. The possibility of opening private universities.

The NDP criticized the appointment of the panel. David Cooke, the former Minister, said the appointment of Bette Stephenson, who has been promoting a private university for years, combined with the terms of reference made it clear what the panel was supposed to say — that private colleges and

See SMITH... Page 4 ☞

Getting Our Act Together!

A New Lobbying Reality

BY PAUL T. HOUGH

THERE IS A NEW REALITY on the Ottawa lobby scene which seems to be having a positive impact. CAUT, the Association of Universities and Colleges of Canada (AUCC) and the National Consortium (NCSES) have been working together to propose specific initiatives to the federal government in support of the shell-shocked research community.

Examples include a big push for university research infrastructure and, most recently, a joint submission to the Commons Finance Committee chaired by Jim Peterson.

We were well received at the Oct. 22 session with the finance committee — a very different experience from December, 1995. Not only were the government members supportive but so too was the Reform Party, since the ideas we were putting forth were in line with Reform's agenda to maintain or even increase spending on R&D.

Two aspects of the presentation were important. First, there was only one joint brief presented on behalf of CAUT, AUCC and NCSES. Thus, the message presented came from a broad base of organizations that represent university researchers in all areas, as well as significant numbers of scientists in government labs.

In addition to the three groups, the two graduate student organizations and the Humanities and Social Science Federation of Canada (HSSFC) were invited to join our team in the joint presentation.

Several meetings involving all these groups were held prior to the session with the finance committee, and all were supportive of the brief.

Robert Gitoux, president of AUCC, made the opening statement on behalf of AUCC, CAUT and NCSES. The two student reps and the executive director of HSSFC followed with short comments of their own, leaving most of the time for questions and discussion.

The second aspect of our approach was to identify specific programs that address real needs within the research community. These include:

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La commission Smith en Ontario

PAR LYNNE AINSWORTH

L'UNION DES ASSOCIATIONS des professeurs des universités de l'Ontario (UAPUO) a déclaré devant un comité de spécialistes chargé de se pencher sur l'avenir de l'enseignement postsecondaire en Ontario que l'impôt sur le revenu et non pas les frais de scolarité était le meilleur moyen de financer les 22 universités de la province.

Compte tenu des avantages que la société retire de son investissement dans l'enseignement postsecondaire, l'UAPUO s'est demandée s'il était équitable de faire de plus en plus porter aux étudiants le poids des coûts.

Dans les universités ontariennes, les frais de scolarité ont augmenté de 20 p. 100 cet automne et représentent 36 p. 100 des coûts d'un diplôme de 1er cycle. La hausse de 1996-1997 fait suite à des hausses de 10 p. 100 pour chacune des trois années précédentes. On espère que les frais de scolarité combleront le manque à gagner du financement provincial. De nombreux éducateurs craignent toutefois que les frais de scolarité deviennent un fardeau financier trop lourd pour les étudiants et leur famille.

Selon Michael Piva, président de l'UAPUO, il y a un seuil au-delà duquel la barrière des coûts empêche les étudiants de s'inscrire à

Voir SMITH... à la page 4 ☞

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UNESCO has taken another step in the direction of adopting a statement on the rights and responsibilities of higher education teaching personnel. At an October meeting in Paris experts from 24 countries recommended such a statement to the governing body of UNESCO which meets in 1997. *See UNESCO Urged to Adopt Statement on Faculty Rights.*

1996-97 J.H. Stewart Reid Fellowship Awarded

■

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Fourteen women were massacred at the École Polytechnique in Montreal on December 6, 1989. Canadians in general and members of the academic community in particular, honour the memory of the massacre victims. For many of us this will never again be just another date on the calendar. *See New Dimension to the White Ribbon Campaign.*

EN BREF

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Le monde feutré de la recherche universitaire est plein de surprises. *Voir Faute de ressources, l'IREP refuse une subvention de 400 000 $.*

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La naissance d'une nouvelle université

LATE NEWS

Strike at Trent University

Trent University Faculty Association has set November 18 for the start of a strike of the academic staff. It has called on the Board of Governors to agree to intensive mediation prior to November 18. Further details in the December *Bulletin*.

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LETTERS COURRIER

Cheaters beware — Internet cuts both ways

Having read the article "Websites Encourage Students to Download their Workload," reprinted from *The Ottawa Citizen*, in the September *Bulletin*, I can see little cause for concern at the moment. If there were hundreds of such sites, without duplication of material, it might be possible for a student to download a paper with some assurance that one (or more) of their classmates was not downloading and submitting the identical paper!

As it is, these websites do little more than offer those who are foolish and dishonest enough to cheat "enough rope to shoot themselves in the foot."

In the old days, if slight changes had been made throughout a plagiarized paper by both cheaters, a particularly thick-skinned disciplinary committee might have been tempted to dismiss the similarity as "coincidence." If the instructor can present a third paper from a website dedicated to cheating, which resembles both, the case is (to say the least) strengthened. Similarly, if only one student submits a paper which, due to style or atypical quality, appears to be plagiarized, it might be hard to prove plagiarism without the original; with it in hand, there can be little question.

Of any student who would cheat in such a way, I can only say: "whom the gods would destroy, they first make mad," and wish that the few of my students who submit plagiarized work would do it in so obvious a fashion.

ROBERT J. MACG. DAWSON
Mathematics and Computing Science
Saint Mary's University

NSERC researchers use borrowed code

I am writing to correct an inaccuracy in the article entitled "CAUT Objects to New Research Code" (Sept. 1996). The article states that "all three councils have codes about research on humans." In fact, NSERC does not have a separate code but NSERC-funded researchers are advised in the NSERC's *Researcher's Guide* (Appendix 4) to adhere to one of the existing guidelines, those of Social Sciences and Humanities Research Council (SSHRC) or the Medical Research Council (MRC).

NSERC has never had separate guidelines for research with human subjects. I wanted to clarify this as we do not want NSERC-supported researchers to be misinformed by the statement in this article. In order to clear up any possible confusion on the part of the NSERC constituency, I would appreciate that you correct this statement in the next issue of the CAUT *Bulletin*.

CATHERINE ARMOUR
Research Ethics Officer, Natural Sciences &
Engineering Research Council of Canada

SWC writer 'misinformed'

In the June 1996 issue of the CAUT *Bulletin*, letter writer Jim Clark points out that the figures presented by the SWC actually refute their contention that women face systemic discrimination in hiring at Canadian universities. (In recent years, women have earned 32 per cent of PhDs but account for fully 42 per cent of entry-level positions.)

In reply, Jennifer Mather of the SWC unkindly accuses Professor Clark of bias in his interpretation of these facts. She baldly asserts that "new PhDs are not all the pool of potential candidates," and that "women progress slowly through the ranks and stay in [entry-level] positions much longer than men." Professor Mather is demonstrably mistaken on both counts.

First: Since the proportion of PhDs going to women has been steadily increasing over the past few decades, the proportion of women in the pool of potential entry-level candidates will decrease (not increase) on the assumption that entry-level jobs are going to candidates who earned their PhDs in less recent years.

Second: According to Statistics Canada ("Teachers in Universities: 1990-91," Catalogue No. 81-241, pp. 42f), the average age of male lectures and assistant professors is an insignificant one year less than the average age of their female cohorts. This hardly supports the assertion than women stay in entry-level positions "much longer than men." Indeed, since the average age for male and female faculty differs by only one year at every level, the conclusion one must make is that they progress through the ranks at exactly the same pace.

It is unfortunate that members of the CAUT SWC are so misinformed about the very subject it is their responsibility to know something about. Interested readers should consult the carefully reasoned study by Andrew Irvine in the journal of the Canadian Philosophical Association, DIALOGUE, vol. 35 (1996), pp. 255-91.

GRANT A. BROWN
Management, University of Lethbridge

Grant Brown and John Clark fall into the same misconceptions about measuring people's lives. First, the mean of a large data set does not always describe the components. Second, cross-sectional single-time data do not describe changes that take place across large chunks of people's lifespans (see Schaie & Willis: Adult Development and Aging, 1996, for discussion of methodology). Such a study, though limited to excellent scientists, is Sonnet & Holton, "Career patterns of women and men in the sciences," American Scientist 84, 63-71, 1996. It examines progress through the ranks and reasons behind differences, and demonstrates what the SWC asserts.

— Jennifer Mather, member, CAUT Status of Women Committee

COMMENTS? QUESTIONS?

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Universities in the 21st Century

Conference Had No Place for Faculty

AT THE END OF SEPTEMBER THE vice-presidents (academic) and the Canadian Association of University Business Officers (CAUBO) held a joint conference on "preparing for the 21st century." It was advertised as open to stakeholders in the university environment and run by the Centre for Higher Education Research and Development of the University of Manitoba.

Both CAUT and Memorial University of Newfoundland Faculty Association (MUNFA) sent in registration forms. Both were refused.

CAUT President William Bruneau wrote in reply that advertising for the conference stated it would be open to all stakeholders and specifically mentioned boards of governors, granting commissions and governments. Were the other stakeholders to be excluded or were some stakeholders more equal than others?

CAUT also noted that it was strange to hold a conference on universities in the 21st century and not invite the faculty. It was, CAUT suggested, important to recall that this conference was subsidized by the universities with public funds, since they paid the expenses and registrations of the participants, and should, therefore, have been open to all the constituencies of the university.

The vice-presidents both academic and administrative should be held accountable by their senates for such activities.

MUNFA President Christopher Dennis also wrote to the organizers, expressing regret over the decision of the academic vice-presidents and CAUBO and asking that they reconsider.

"We are at a loss," he said, "to understand the logic of excluding university faculty from the process."

The organizers wrote back to say that the conference was now restricted to members of the two groups.

"This process raises some interesting questions of governance," said Professor Bruneau. "I hope that members of academic senates will demand a full report from their vice-presidents concerning this conference. It also raises questions about the role of a university centre in arranging secret conferences about university policy where the conventional ideas of university administrators cannot be challenged or debated."

It appears that there were two conferences in one. The first was a rather standard conference on problems the universities might face in the 21st century. The second was a conference organized by CAUBO to justify Memorial University administration's failed bargaining strategy prior to the signing of its most recent collective agreement.

The document circulated for the latter conference vigorously attacked CAUT:

"CAUT has executed a brilliant campaign over the last two decades or so. CAUT formulated a strong ideological agenda, centrally coordinated, internally coherent and managed to have this package installed in the collective agreements or faculty agreements of just about all Canadian universities. Severe curtailments of management rights were achieved in this fashion...."

The authors argued that CAUT embedded "the values of academic freedom and tenure within the potent rhetoric of classic British unionism..." to prevent the firing of faculty and the downsizing of programs.

"CAUT has been successful in conflating in the minds of the public as well as of their members the concepts of academic freedom, tenure and job security. CAUT, in fact, while posing as a mere professional organization, has a truly amazing record as a union, unmatched we think by the likes of the CAW or the Teamsters.

"CAUT effectively serves as a centre for national bargaining. They ensure through the presence of CAUT heavyweights at local bargaining tables at sensitive moments, that no local union is giving up a right gained elsewhere."

What, say the administrators at Memorial, should be done about this?

The answer: an attack on unionization and a determination to treat faculty as individual or group contractors or entrepreneurs managed by the university administration. They hope that video and Internet courses will undermine the powers of faculty.

They urge the confrontational tactic adopted in Newfoundland last year, that is, of trying to supplant the collective agreement with an administrative handbook. They still do not understand that it was this one spectacularly foolish move by the administration that brought a divided faculty together and guaranteed a strike vote. They also urge the tactic of trying to use the students to do the work of the administration in undermining faculty contracts.

"They still don't get it," said CAUT's Executive Director Donald Savage. "They profess to want a university based on the work of individual faculty members, but they recoil when the faculty choose a form of organization which requires them to negotiate and work with the faculty on an equal basis. At bottom what they want is the managerial university. It is not surprising that they didn't want to debate this matter at their conference." ■

Academics Scramble to Stop Power Grab in Manitoba

BY ERROL BLACK & ROBERT CHERNOMAS

THE SEPTEMBER ISSSUE OF the *Bulletin* carried a report entitled "Power Grab in Manitoba" which assessed the implications of Manitoba's Bill 32. It was noted in the report that the proposed legislation would, in effect, transfer control of universities from senates and boards of governors to the Minister of Education and a hand-picked Council of 11 government appointees.

The Manitoba Organization of Faculty Associations (MOFA) sounded the alarm when Bill 32 was first tabled in the legislature in June. Subsequently, a legal opinion was obtained which confirmed that Bill 32 would indeed open up universities to massive government intrusions which could potentially involve the micromanagement of university programs and initiatives to control the activities of faculty members.

Over the summer months, MOFA and faculty associations at the universities and colleges launched a campaign aimed at promoting a united front of students, administration and faculty members in opposition to the legislation.

At Brandon University and the University of Winnipeg these efforts culminated in special meetings of senate. These meetings produced a list of amendments to the bill that would guarantee the autonomy of universities and ensure that decisions affecting universities reflect an appropriate balance between academic and fiscal considerations.

At a press conference in Brandon subsequent to the senate meeting, Patrick Carrabre, vice-president academic, explained that Brandon University is concerned about its ability to set its own academic standards and programs: "Our degrees have to compete nationally and internationally." As well, Carrabre noted the university was also concerned about the implications of the bill for academic freedom.

There was a similar response from University of Manitoba President Emöke Szathmáry and Board of Governors Chair Pamela LeBoldus. In a letter to Premier Gary Filmon, Szathmáry and LeBoldus *said that Section 12, which deals* with the issue of program review and evaluation, creates "the potential for inappropriate measures to be used in the evaluation of academic programs."

Similarly, they observed that the implication of Section 14, which deals with program changes, is "that the universities will have to seek approval for every conceivable change."

Bill 32 figured prominently in discussion and debate at the Western Regional Conference of Faculty Associations hosted by Brandon University Faculty Association,

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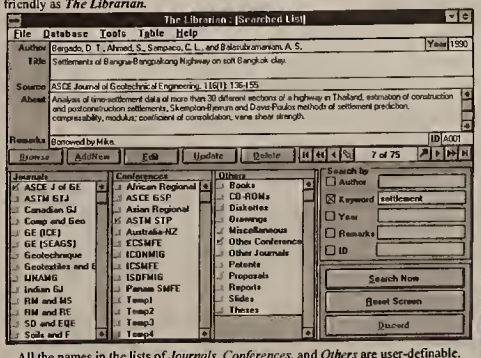

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La commission Smith

SUITE DE LA PAGE 1

l'université. Il estime que nous sommes à ce seuil et que nous commençons à en ressentir les conséquences.

L'UAPUO fait partie des 200 groupes ou particuliers qui ont soumis un mémoire au comité de cinq membres nommés par le gouvernement. Cette commission, présidée par David Smith, ex-recteur à la retraite de l'université Queen's, s'est rendue dans dix villes ontariennes cet automne pour écouter ce que les gens avaient à dire sur leurs universités. Le comité, composé de Fred Gorbet, vice-président directeur des services d'exploitation de la Financière Manuvie, Catherine Henderson, présidente du Collège Centennial, Bette Stephenson, ex-ministre conservatrice de l'Éducation et David Cameron, directeur du département des sciences politiques à l'université Dalhousie, doit soumettre par écrit, le 15 décembre, ses recommandations à John Snobelen, ministre de l'Éducation de l'Ontario.

Le ministre de l'Éducation a mis sur pied en juillet le comité dans le but d'examiner trois domaines de préoccupation :

Le partage des coûts : comment répartir entre les étudiants, le gouvernement et le secteur privé les coûts de fonctionnement du système universitaire qui se chiffrent à 2,2 milliards par année;

La collaboration : la nécessité de trouver des moyens d'encourager et d'appuyer la collaboration entre les universités et les collèges;

Les orientations futures : l'utilisation de la technologie, comme l'Internet, pour créer des universités virtuelles qui régleront le problème de l'accessibilité; la possibilité de créer des universités privées.

Les mémoires soumis au comité ont principalement porté sur le meilleur moyen de financer les universités et les collèges de l'Ontario, un débat qui prend de plus en plus d'ampleur. La rectrice de l'université York, Susan Mann, a demandé que l'on mette un terme aux hausses imprévisibles des frais de scolarité qui aident difficilement les étudiants et leur famille à prévoir le coût des études. Pour aider les étudiants à prévoir plus facilement leur budget, l'université York prône un plafond de quatre ans sur les frais de scolarité.

Lors de son témoignage, l'université Laurentienne a fortement recommandé au gouvernement provincial de téléchir davantage avant de transférer aux étudiants les coûts de l'éducation. En effet, les parents des collectivités moins bien nanties considèrent souvent l'éducation davantage comme un effort que comme un investissement. Selon les représentants de l'université Laurentienne, des frais de scolarité plus élevés influent négativement sur la fréquentation universitaire dans le nord de l'Ontario. D'ailleurs, les étudiants qui ont soumis des mémoires au comité l'ont très bien fait comprendre : les frais de scolarité ne peuvent soutenir le coût de l'enseignement postsecondaire. Un étudiant du collège Sheridan a déclaré qu'il n'était plus possible de payer davantage.

Certaines administrations universitaires, cependant, ont pris une position différente. Elles estiment que les frais de scolarité constituent l'une des seules sources de revenu qu'elles peuvent encore contrôler. Dans son témoignage au comité, le recteur de l'université de Toronto, Robert Prichard, a déclaré que le gouvernement devait céder aux établissements d'enseignement la responsabilité principale de déterminer les frais de scolarité. Selon lui, il est temps de mettre fin à trois décennies de réglementation des frais de scolarité parce que le gouvernement ne veut plus ni ne peut plus assumer entièrement le coût d'une éducation universitaire.

Il a déclaré au comité que si l'on permettait aux universités de déterminer elles-mêmes les frais de scolarité au-dessus du barème prescrit par le gouvernement, on leur permettrait également de régler l'un de leurs principaux problèmes, à savoir l'insuffisance des ressources totales des secteurs public et privé pour concurrencer les plus belles expériences au monde dans le domaine de l'enseignement postsecondaire.

L'université de Toronto soutient que c'est l'importance de l'aide financière et non pas les frais de scolarité qui détermine si une personne peut s'inscrire à l'université ou non. L'université de Toronto a aussi demandé un resserrement de l'aide financière aux étudiants en introduisant un programme de remboursement des prêts d'études en fonction du revenu. Bien qu'ils appuient la déréglementation des frais de scolarité, les administrateurs ont clairement fait comprendre qu'ils voulaient aussi le rétablissement du financement des universités ontariennes à la moyenne nationale d'ici quatre ans. (À ce chapitre, l'Ontario se classe au 10e rang des provinces.)

Les frais de scolarité et les subventions du gouvernement ne sont pas les seuls moyens de financer les universités et les collèges. Plusieurs autres sources de revenu ont été proposées au comité, entre autres la recommandation de l'UAPUO voulant que l'on encourage le secteur privé à offrir son soutien en lui donnant droit à des déductions fiscales pour l'aide aux établissements d'enseignement. Le recteur de l'université McMaster, Peter George, a même ajouté que la participation aux bénéfices et des brevets conjoints avec le milieu des affaires pouvaient constituer des sources additionnelles de revenu pour les universités.

Plusieurs témoins ont vivement recommandé au gouvernement de commencer à considérer l'enseignement postsecondaire comme un investissement économique qui récolte des dividendes non seulement pour les diplômés mais aussi pour toute la société.

Compte tenu de l'ampleur des discussions, certains critiques du gouvernement estiment que l'échéance du comité pour rendre compte au ministre de l'Éducation et pour lui formuler ses recommandations est trop serré. ■

(Lynne Ainsworth, spécialiste du domaine de l'éducation, est rédactrice pigiste dans la région de Toronto.)

The Smith Commission

FROM PAGE 1

universities with high fees and limited access were the solution to the problems. Why bother, he suggested, to have a panel when you know the answer in advance.

Presentations to the panel have focused chiefly on the growing debate of how best to fund Ontario's colleges and universities. York University president Susan Mann called for an end to Ontario's "unpredictable" tuition increases that have made it difficult for students and their families to anticipate schooling costs. To make it easier for students to make financial plans, York wants a four-year ceiling put on tuition fees.

In its presentation, Laurentian University urged the province to be more cautious when transferring education costs to students because parents in less wealthy communities often do not see education as an investment, only as a hardship. In northern Ontario, Laurentian presenters said higher fees are having a negative impact on university attendance. And students who made presentations to the panel made it clear tuition cannot carry the cost of providing a post-secondary education. As one student from Sheridan College said: "There is no room to pay more."

But some university administrations have taken a different view. They see tuition fees as one of the few income generators institutions might be able to control. In a brief to the panel, University of Toronto President Robert Prichard said government should shift the principal responsibility for setting tuition rates to the institutions. He said it is time to abandon three decades of tuition fee regulation because the government is no longer willing or able to pay the full cost of a university education.

"Permitting universities to determine their own fees above the formula fee set by the province also contributes to overcoming one of our central problems: inadequate total resources from public and private sources to compete with the finest post-secondary educational experiences in the world," he told the panel.

The University of Toronto argues that it is the strength of financial aid, not tuition fees that determines whether someone can afford to go to university or not. U of T also called for a strengthening of student financial aid by introducing an income contingent loan program. While supporting the deregulation of tuition fees, administrators made it clear they also want funding for Ontario universities restored to the national average within four years. (In government support, Ontario now ranks 10th among 10 provinces.)

Tuition fees and government grants aren't the only means of paying for universities and colleges. Several alternative sources of income were suggested to the panel, including the confederation's recommendation that private sector support be encouraged by offering tax deductions for contributions to educational institutions. McMaster University President Peter George added that profit sharing partnerships and cross-patenting relationships with the business community can provide additional sources of income for universities.

Several presenters urged the government to start looking at post-secondary education as an economic investment that reaps dividends not only for graduates, but for society as a whole.

Considering the breadth of the discussion areas, some government critics are saying the panel's time frame for reporting back with recommendations to the education minister is too tight. ■

(Lynne Ainsworth is a freelance writer in the Toronto area who specializes in education.)

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Electronic Libraries

BY KEN FIELD

THE NATIONAL LIBRARY OF CANADA has organized a bilingual electronic library about Canada, based on resources available from national and international sources on the Internet. Information is organized by subject, with "hot links" connecting the visitor to the resources identified.

The site is structured using an "inverted subject tree" scheme. The subjects are classified using an adaption of the Dewey Decimal System with each subject assigned a numeric designator. The top level of the tree is divided into 10 parts, each part representing a broad subject category. The subjects covered are:

0 General Subjects
1 Philosophy, Psychology
2 Religion
3 Social Sciences
4 Language and Languages
5 Science, Mathematics
6 Applied Sciences, Technology
7 Arts, Recreation
8 Literature
9 Geography

These categories are broken down into smaller components, and the numeric designators expand to represent the narrower subject areas.

The site can be browsed either by subject or alphabetically. Browsing by subject gives an overview of the top two levels of the subject area. Browsing alphabetically permits one to scan all the subject headings, which are based on standard source descriptors (i.e. Library of Congress Subject Headings, Canadian Subject Headings and Répertoire de vedette matière).

This site is still in the formative stages so not all subject areas have links to remote sites. Nonetheless the resources that are available are very useful. Included among them are the online collections of the National Library, the services of the Canadian Institute for Scientific and Technical Information (CISTI), links to other Canadian library gopher sites, and the catalogues of the Canadian Music Centre.

Sites such as this one, which group together and organize WWW and Internet resources related to one broad topic in an easily understandable fashion, can eliminate much of the hassle associated with using WWW search engines. Instead of searching the entire WWW for sites related to Canada and then sifting through thousands of hits, the National Library has done that work. Thus one can go to this site and find information about literature in Canada, for instance, in a couple of easy steps.

The National Library will be updating the links to Internet and WWW sites on a frequent and regular basis.

The National Library of Canada. Canadian Information by Subject. Available at: http://www.nlc-bnc.ca/caninfo/ecaninfo.htm.

Cyberstacks

Cyberstacks is a prototype of a virtual library, developed by Gerry McKeirnan at Iowa State University. This site uses the Library of Congress Classification System (LCCS) to organize resources found on the Internet and the WWW into particular subject areas. The resources listed are linked to the Cyberstacks virtual library, so once one has found a relevant site, one simply has to click on it and the connection is made.

Cyberstacks focusses on science and technology, covering the topics of: Science (Q), Medicine (R), Agriculture (S), Technology (T), Military Science (U), and Naval Science (V).

The visitor can begin by browsing the broad subject groups listed above and then moving deeper into the library's stacks for more subject specific sites.

The Cross Classification Index is a detailed index of highly specific subject areas with corresponding LC class ranges, arranged in alphabetical order. One can click on a specific subject and automatically be linked to the resources available in that area.

This site is in a formative stage, so one will not yet find huge amounts of information. However there are opportunities for users of Cyberstacks to suggest potential resources for inclusion in the virtual library and as more people begin to visit this site it will undoubtedly grow.

Available at: http://www.public.iastate.edu/~CYBERSTACKS. ■

(Ken Field is a Librarian at Trent University and Chair of CAUT's Librarians Committee.)

SchoolNet is a Hit!

Industry Canada world wide web site is the first stop for on-line scholarly publishing information.

SCHOOLNET, AN INTERNATIONALLY ACclaimed initiative of Industry Canada, announces a new Web site devoted to electronic scholarly publishing in Canada.

The site aims to be an easy to use point from which to find comprehensive information about on-line scholarly publishing in Canada. It contains links to Canadian peer-reviewed electronic scholarly journals, and to national and international electronic publishing projects and articles. It also provides information about the Electronic Publishing Promotion Project (EPPP) led by Industry Canada.

The URL of the Canadian Electronic Scholarly Network (CESN) is: http://www.schoolnet.ca/vp/cesn

For further information, please contact: David L. McCallum, Principal Consultant, Electronic Publishing Promotion Project, tel: (613) 957-8616; fax: (613) 941-2811; e-mail: mccallum.david@ic.gc.ca. David L. McCallum is on professional leave from the position of Executive Director, Canadian Association of Research Libraries/Association des bibliothèques de recherche du Canada. ■

Listserv can change lives of biology lab instructors.

The Benefits of BIOLAB

BY TOM HAFFIE

I SUBSCRIBE TO A LISTSERV THAT HAS changed my professional life in ways that I hadn't even dreamed of two years ago. I have instant access to the ear of four hundred kindred spirits who, although diverse in nationality and professional circumstance, all share my passion for bringing biology to life for students. Although few of us have ever met face to face, there is nothing virtual about our interactions. The support and assistance that we provide to one another on a daily basis is rapid and immediately useful.

One particular feature of such a community is the ability to quickly generate and compare information about such diverse issues as academic program structure, solutions to challenges (e.g. teaching scientific writing), administrative organization, quality of software, and leg bone length of cat skeletons all over North America.

Philosophical banter is frequently punctuated by urgent requests for help. Problems are often solved or resources located minutes after a request is posted to the list. Someone, somewhere in this vast organic database knows how to find sand dollars in North Dakota, why urine collected from male students is frothier than that collected from female students, why a chemical reaction turned blue today instead of green like it does every other day... This kind of information can save the day and is simply not available in any other forum.

Check out the site at: http://biowww.clemson.edu/biolab/home.html to find out how to join the group. ■

(Tom Haffie is a Biology Lab Instructor at the Department of Plant Sciences, University of Western Ontario. Email: thaffie@julian.uwo.ca.)

Web Sites for Teachers of Psychology

BY MARK SANDILANDS

PROFESSORS WHO HAVE JUST LEARNED *how to surf the web and decide to see* what's out there to aid their teaching will be faced with an overwhelming abundance of places to choose. Many novice websurfers use the all-purpose search engine, Alta Vista http://www.altavista.digital.com/ to perform searches, probably because it's so blazingly fast. Psychologists know that any behaviour that is reinforced (rewarded) immediately tends to become a dominant behaviour in that setting and Alta Vista certainly reinforces immediately. What is provided however can be a pile of chaff and a small amount of wheat. For example, submitting the search string "teaching+psychology" to Alta Vista produces over *200,000* "hits." Alternative search engines such as Lycos http://lycos.cs.cmu.edu/ or Yahoo http://www.yahoo.com, (see also http://www.yahoo.com/Science/Psychology/) will produce slightly different results, but the number will also be high.

Here then are some web sites that I've found to be useful, both as resources for teaching psychology and as URLs (Uniform Resource Locator) to pass on to students.

The American Psychological Association http://www.apa.org/ is the largest organization of psychologists in the world, and, although technically a national organization just as is the Canadian Psychological Association http://www.cycor.ca/Psych/ and the British Psychological Society, it boasts many foreign affiliated members. The APA Division Two, devoted to the Teaching of Psychology, http://spsp.clarion.edu/Division2/d2.html has some good on-line links to resources on the teaching of psychology, through http://spsp.clarion.edu/Division2/links/links.html. These are sorted into categories, such as General Psychology Hyperlinks, Psychology History Hyperlinks, Psychology Department Hyperlinks (which lists a few of the hundreds of psychology departments around the world), and myriad links to *sub-fields. One of the best is found in* Specific Clinical Condition Hyperlinks (see Sleep Medicine Home Page, http://www.cloud9.net/~thorpy/). There are also Research Hyperlinks; Software; and lists of Listservers and Mailing Lists. Some of the links are dead (an ubiquitous problem on the net), and others are slow. A fascinating link was Auditory Perception: Demonstrations and Experiments http://lecaine.music.mcgill.ca/~welch/auditory/Auditory.html by Norma Welch. Here one can engage (or have one's students engage) in actual auditory experiments. In the future, more of this kind of website is certain to appear.

A site that teachers of psychology really should pass on to their students is the APA Publication Manual Crib Sheet http://www.gasou.edu/psychweb/tipsheet/apacrib.htm. Russ Dewey has provided a wonderful resource for both faculty members and students as we all have uncertainties about APA format. The Crib Sheet is an HTML document that you could download and keep handy for writing papers. Russ's home page http://www.gasou.edu/psychweb/ is also a very rich source of URLs for psychology teachers and students.

A mention of another general purpose site should also be made. It's The Athabasca University's Psychology Resources page http://server.bmod.athabascau.ca/html/aupr/psycres.htm. Athabasca University focusses on distance education and all of its students are off campus. As such it relies much more on the internet than other universities and the page reflects that focus. Check it out. ■

(Mark Sandilands teaches psychology at the University of Lethbridge; contact: http://www.uleth.ca/~sandilands/index.html.)

Faute de ressources, l'IREP refuse une subvention de 400 000 $

PAR PAUL CAUCHON

Cette curieuse histoire a été évoquée la semaine dernière autour de la table des États généraux sur l'éducation, soulevant l'étonnement de plusieurs.

LE MONDE FEUTRÉ DE LA RECHERCHE UNIVERSITAIRE EST PLEIN DE SURPRISES: le célèbre Institut interuniversitaire de recherches sur la population (IREP) de Gérard Bouchard, basé à Chicoutimi, vient de recevoir une subvention de 400 000 $ du Fonds de l'autoroute de l'information... qu'il doit refuser pour manque de ressources!

Cette curieuse histoire a été évoquée la semaine dernière autour de la table des États généraux sur l'éducation, soulevant l'étonnement de plusieurs.

L'IREP a été fondé il y a 25 ans et sa réputation dépasse largement les frontières canadiennes. L'institut, lié à l'Université du Québec à Chicoutimi, étudie la formation et l'évolution des populations des régions du Québec du 17e siècle à aujourd'hui, et ses recherches s'appuient principalement sur un énorme fichier de population, le fichier Balsac, construit à partir des données de l'état civil depuis 1800.

L'IREP avait présenté l'année dernière une demande de subvention auprès du Fonds de l'autoroute de l'information pour un projet de création d'un serveur électronique qui rendrait disponibles au public certaines données du fichier de l'état civil, particulièrement des actes de mariage du XIXe siècle, et ce en collaboration avec une autre équipe de chercheurs de l'Université de Montréal.

Le Fonds de l'autoroute de l'information lui a accordé le montant demandé de 400 000 $. Mais l'IREP vient de lui signifier qu'il refusera la subvention.

La raison? La subvention de fonctionnement de l'IREP, accordée par le Fonds FCAR, est réduite de près de moitié.

Le Fonds FCAR (fonds pour la Formation de chercheurs et l'aide à la recherche) est un organisme québécois qui subventionne les centres de recherches au Québec. Le Fonds FCAR accordait 275 000 $ l'année dernière à l'institut de M. Bouchard pour son fonctionnement, et il ne lui accorde plus que 150 000 $ cette année.

Le président de la Fédération des professeurs d'université, Roch Denis, trouve vraiment étonnant «qu'à cause d'un manque de ressources l'institut doit refuser la subvention du Fonds de l'autoroute», et il voit dans ce cas un exemple «spectaculaire» du manque de ressources dans le domaine de la recherche universitaire.

Gérard Bouchard, qui est aussi le frère du premier ministre du Québec, se fait prudent: il affirme «très bien comprendre» que dans le contexte économique difficile «le gouvernement doit faire des compressions».

Mais, ajoute-t-il, «certaines coupures sont plus graves que d'autres, ont des impacts plus profonds».

M. Bouchard laisse entendre que les organismes de recherche devraient être mieux soutenus dans leur fonctionnement, et que les organismes subventionneurs devraient mieux prioriser leurs actions. «Il me semble qu'on ne devrait pas couper de la même façon dans les fonds d'infrastructure que dans les fonds de recherche.»

La réduction de la subvention générale du Fonds FCAR fait en sorte que l'institut doit maintenant réduire son personnel de gestion, et donc refuser d'utiliser les fonds accordés par le Fonds de l'autoroute pour son projet spécifique.

Pourtant, au Fonds FCAR, on se défend d'avoir réduit les fonds à l'IREP à cause de compressions gouvernementales.

En fait, le Fonds FCAR dispose des mêmes fonds pour fins de subvention cette année que l'année dernière. Le Fonds FCAR accorde cette année 30,9 millions en subventions à la recherche, et 18,7 millions en bourses aux étudiants des cycles supérieurs.

Geneviève Tanguay, porte-parole du Fonds FCAR, explique que «le comité d'évaluation, formé de pairs, a jugé la demande de l'IREP par rapport aux autres centres en compétition. La subvention est basée sur les mérites de la présentation».

Mme Tanguay ajoute que le Fonds a restructuré ses programmes, et il a aussi voulu accorder «plus de fonds aux nouveaux chercheurs» (l'IREP reçoit l'aide du Fonds FCAR depuis plusieurs années).

De plus, on indique que 43 centres de recherches regroupant 638 chercheurs universitaires et 12 chercheurs de collèges ont reçu du Fonds FCAR une subvention moyenne de 155 400 $ cette année. ■

Reproduit avec permission. Le Devoir, le 10 septembre 1996.

Réponse aux déclarations de la porte-parole du Fonds FCAR

Gérard Bouchard défend la réputation des chercheurs de l'IREP

PAR GÉRARD BOUCHARD

J'AI ÉTÉ SURPRIS ET OFFENSÉ de lire dans *Le Devoir* du lundi 10 septembre une déclaration de la porte-parole du Fonds FCAR (Mme Geneviève Tanguay) donnant à croire que la réduction substantielle des crédits d'infrastructure versés à notre Institut lors du dernier concours serait due à la mauvaise qualité de notre dossier et en quelque sorte à la mauvaise performance des chercheurs de l'IREP. Mme Tanguay réagissait à une entrevue que m'avait demandée M. Paul Cauchon, journaliste du *Devoir*, dans laquelle je me contentais de faire état de la réduction de nos crédits d'infrastructure et des conséquences importantes qu'elle entraîne pour l'IREP. J'en donnais pour exemple l'obligation où nous nous sommes trouvés récemment de refuser une subvention de 400 000 $ qui nous avait été accordée par le Fonds de l'autoroute de l'information du Québec: nos ressources de gestion et de développement étant réduites, il a fallu réduire nos activités scientifiques. Ce disant, je n'ai mis en cause ni les politiques, ni les décisions du Fonds FCAR et je me suis bien gardé de faire allusion de quelque manière que ce soit à ses procédures d'évaluation et à la décision qui en a résulté en ce qui concerne le dossier de l'IREP. J'ai simplement évoqué la nouvelle politique adoptée officiellement par le Fonds FCAR dans son programme «Centres de recherche», politique qui consiste à favoriser l'émergence de nouveaux centres de recherche au détriment de ceux qui sont déjà établis. Il aurait été en effet de la dernière inélégance que je me plaigne dans les médias d'une décision impartiale rendue par des pairs.

Je trouve donc tout à fait indélicat et inopportun que Mme Tanguay donne à entendre a) que je me suis plaint des procédures d'évaluation, b) que la coupure subie par l'IREP serait due à la mauvaise qualité de son dossier. Je ne puis accepter que notre image soit ainsi injustement ternie. Puisque Mme Tanguay a abordé publiquement cet aspect et de la façon la plus fâcheuse qui soit, je me vois maintenant obligé d'intervenir sur le même terrain pour réhabiliter l'image de l'IREP.

Voici les faits: au cours du dernier exercice triennal, le programme «Centres de recherche» du Fonds FCAR versait à l'IREP une subvention annuelle moyenne de 300 000 $ (en fonds d'infrastructure et d'équipement). À compter du 1er juin 1996 et pour les trois prochaines années, la subvention annuelle de l'IREP a été réduite à 150 000 $. Des représentants du Fonds FCAR et du Comité d'évaluation m'ont convoqué le 18 juin dernier pour m'expliquer les raisons de cette réduction (Mme Céline Bélanger, adjointe à la direction de l'IREP, m'accompagnait).

Selon les informations qui nous furent transmises à cette occasion, le Comité évaluateur avait relevé quelques déficiences techniques dans notre dossier mais, nous a-t-on dit, celui-ci était d'une grande qualité. À l'appui de cet énoncé, on a même fait valoir que notre subvention annuelle était bien supérieure à la subvention moyenne versée dans le cadre de ce concours (150 000 $ contre 135 000 $). Cela contredit ce qui ressort des propos de Mme Tanguay.

Par ailleurs, nous apprenions que des coupures a priori avaient été effectuées, avant toute évaluation scientifique. Premièrement, on nous assura à quelques reprises que la réduction des crédits tenait essentiellement à une nouvelle politique adoptée par le Fonds FCAR, laquelle a pour effet de pénaliser les centres bien établis comme l'IREP, et ce quelle que soit la valeur de leur dossier. Cette mesure visait donc directement les centres qui avaient su pendant plusieurs années faire preuve de persistance dans l'excellence. Deuxièmement, en ses propres termes, le président du Comité d'évaluation nous expliqua aussi que le temps était venu de «ramener certains centres sur terre». L'IREP, qui s'était classé premier à son concours précédent (1993-1996) et s'était mérité la plus haute subvention, était de ceux-là. Enfin, on nous informa que le Comité avait décidé d'abaisser substantiellement le niveau maximal des subventions et que la plus haute subvention annuelle accordée pour l'exercice 1993-1996 était de 200 000 $.

On voit donc que, de trois façons au moins, des coupures a priori ont été pratiquées dans ce programme de subventions (ce qui contredit une autre déclaration de Mme Tanguay), et ce même si le budget global du Fonds FCAR n'a pas subi de compressions. Ajoutons que pour la première fois cette année le Fonds FCAR n'a pas envoyé de comité visiteur pour compléter sur place l'évaluation des centres candidats. Enfin, il est ressorti que, pour des raisons qui sont dues à certaines particularités du nouveau système d'évaluation mis de l'avant par le Fonds FCAR, une grande partie des activités de recherche de l'IREP (nature des projets, programmation générale, etc) n'a pas fait l'objet d'une évaluation scientifique par des experts dans le domaine.

Je regrette que la déclaration de la porte-parole du Fonds FCAR m'ait contraint à cette intervention publique. J'éprouve en effet le plus grand respect pour cet organisme subventionnaire qui, depuis plus de vingt ans, a joué un rôle déterminant dans le développement de la recherche au Québec. L'IREP en particulier lui doit en très grande partie sa naissance et sa croissance. J'ai toujours admiré aussi (et vanté à qui voulait l'entendre) la rigueur et le professionnalisme qui étaient la marque de commerce du Fonds FCAR avec lequel j'ai toujours entretenu les meilleurs rapports. Tout cela me fait déplorer d'autant plus le présent incident. Je ne puis en effet accepter qu'on ait ainsi terni l'image de l'IREP. Je veux croire que c'est par inadvertance.

Enfin, s'il devait subsister quelque doute sur la qualité des performances de l'IREP et de ses chercheurs, nous vous invitons à former un nouveau jury pour évaluer notre dernière demande de subvention en tenant pleinement compte cette fois de la qualité et du potentiel scientifique de notre programmation générale et de chacun de nos projets, ainsi que de la structure propre de notre Institut. Il conviendrait évidemment que les résultats de cette opération soient rendus publics. ■

(Gérard Bouchard est directeur de l'Institut interuniversitaire de recherches sur les populations (IREP).)

Lettre à M. Yves Rousseau, président-directeur général par intérim du Fonds pour la formation des chercheurs et l'aide à la recherche. Reproduit avec permission, Le Devoir, le 14 septembre 1996.

Power Grab in Manitoba

FROM PAGE 3

Oct. 16 to 18. At a press conference in Brandon on Oct. 17, CAUT President Bill Bruneau advised reporters of the gravity of the situation in Manitoba.

"What happens in Manitoba affects all of Canada," he said. "And it isn't just that it affects all Canadian university professors, it affects all Canadian university students, and, through them, all Canadian families who concern themselves with public education and the university system."

Bruneau predicted that, if passed in its present form, Bill 32 would usher in an era of mediocrity in Manitoba's universities.

On the final day of the Western regional conference, delegates unanimously endorsed a resolution condemning Bill 32 and calling on the government to adopt amendments proposed by university senates and faculty associations.

The final chapter in the Bill 32 saga commenced Oct. 21 with the hearings of the Legislative Committee on Law Amendments. Professor Bruneau spoke on behalf of CAUT and was followed by a long list of presenters from university faculties, administrations and student organizations, the majority of whom called on the government to amend the bill to protect the institutional arrangements that define the university in contemporary society.

A minority of presenters, including the presidents of the student unions at the universities of Manitoba and Winnipeg, endorsed Bill 32, in the belief, apparently, that the minister and council will consult with at least some students in their deliberations.

It should be noted, as well, that on Oct. 24, the *Winnipeg Free Press* gave its blessing to Bill 32, urging the minister to stand firm in the face of opposition from university teachers and administrators: "The new council may make bad decisions, but at least those decisions will be made by a publicly accountable authority and will be subject to public debate. Decisions made by the academics and their committees gave us the university programs we have now."

Bill 32 is now on its way to third reading. The government has said there will be some amendments. Academic policies will be added to the list of university activities that must be respected by the government-appointed council — except, that is, in the application of program changes as spelled out in Section 14.

As well, Sections 11 and 12, which detail the duties and powers of the council, will be amended to require, on some matters, consultation with universities before the minister or council take action. However, the main thrust of Bill 32, which is to give the minister and council much more control over universities, remains intact.

Precisely what Bill 32 will mean in practice remains to be seen — although certainly all the signs are ominous. We were reminded by Jean Friesen, NDP education critic, during the debate on Bill 32, that during the University of Manitoba strike in the fall of 1995, Premier Filmon referred to universities as "mandated irrelevancies."

The question now is whether Premier Filmon wasn't talking about the present state of universities in Manitoba but rather forecasting their future under his government. ■

(Errol Black and Robert Chernomas are respectively, President of Brandon University Faculty Association and President of the Manitoba Organization of Faculty Associations.)

1996-97 J.H. Stewart Reid Fellowship Awarded

THE SELECTION COMMITTEE for the J.H. Stewart Reid Memorial Fellowship is pleased to announce that Elaine Elizabeth Craig has been awarded the Fellowship for 1996-97.

Ms. Craig is a PhD student at York University, where she obtained a Bachelor of Science degree. Her doctoral work is on molecular cardiology, and she will be studying protein import into cardiac mitochondria in non-steady state conditions, focussing on the effect of aging and the effect of hyperthyroidism.

She has published a number of articles in a variety of scientific publications. Elaine Craig has also been distinguished by a number of scholarly awards, including the École Polytechnique de Montréal Women's Memorial Scholarship, and two Natural Science and Engineering Research Council Post-Graduate Research Scholarships.

The J.H. Stewart Reid Memorial Fellowship was established by CAUT through voluntary contributions by faculty associations and individual faculty members from across the country to honour the memory of the first Executive Secretary of the Association. The members of the Selection Committee for 1996-97 were Thomas Herrmann (Guelph), Helen Holmes (Calgary) and Bernice Schrank (Memorial). The $5,000 fellowship is available to Canadian citizens or permanent residents of Canada who are working towards a doctoral degree at a Canadian university. ■

UNESCO Urged to Adopt Statement on Faculty Rights

UNESCO HAS TAKEN another step in the direction of adopting a statement on the rights and responsibilities of higher education teaching personnel. At an October meeting in Paris experts from 24 countries recommended such a statement to the governing body of UNESCO which meets in 1997.

Canada was one of the members of this group. The Canadian delegate, James Mackay from Ontario, was nominated by the Council of Ministers of Education and spoke strongly in favour of the recommendation. He also opposed an attempt by Nigeria to undercut the proposed article guaranteeing the civil rights of academic staff.

That Nigeria, a country which has brutally suppressed academic freedom, felt the need to oppose this document suggests the importance of it, said Bill Bruneau, president of CAUT.

The statement covers such areas as academic freedom, faculty responsibilities, institutional autonomy and accountability, entry to the profession, and working conditions.

The idea of a UNESCO statement in this area comes from the International Conference of University Teachers' Organizations (ICUTO) of which CAUT was a co-founder in the early 1980s. ICUTO brings together representatives of faculty federations in some 15 countries in the industrialized world.

It urged UNESCO to approve such a recommendation and noted that UNESCO had already adopted a statement on the status of teachers which dealt with the rights and responsibilities of primary and secondary school teachers. This year is the 30th anniversary of that document, and ICUTO urged UNESCO to ensure that a similar document would now cover higher education teaching personnel.

CAUT Executive Director Dr. Donald Savage has been a consultant to UNESCO in the development of this document.

The position adopted by Canada on this matter owed a lot to Moe Sihota, the new Minister of Education in British Columbia, to the Confederation of University Faculty Associations of British Columbia (CUFABC), and to the College and Institute Educators' Association of British Columbia (CIEABC), as well as to the work of the Canadian Commission for UNESCO under its acting director, Louis Patenaude. ■

Le sommet universitaire : une première au Québec

DU 4 AU 6 OCTOBRE, ENVIron 250 représentants des personnels de soutien, des professeures et professeurs, des étudiants et étudiantes, des chargés de cours se sont rencontrés en un sommet universitaire. Roch Denis, le président de la Fédération québécoise des professeures et professeurs d'université (FQPPU) a déclaré que l'événement marquait «une première». C'est en effet la première fois que les groupes d'emploi de notre milieu, de concert avec les étudiants, décident de tenir un forum de réflexions et de discussions publiques sur l'université, sur sa situation actuelle et sur les perspectives de son développement.» Il a ajouté : «Toutes les organisations partenaires du sommet ont voulu que cet événement soit l'occasion privilégiée d'un véritable libre échange des idées et des positions entre tous les participants.»

Le sommet universitaire a été organisé par les sept organisations suivantes: la Fédération étudiante universitaire du Québec, la Fédération québécoise des professeures et professeurs d'université, le Conseil provincial du soutien universitaire affilié à la FTQ, la Fédération nationale des enseignantes et enseignants du Québec affiliée à la CSN, la Fédération des professionnels salariés et cadres du Québec affiliée à la CSN, la Fédération des associations étudiantes universitaires du Québec en éducation permanente.

Le discours inaugural prononcé par Patrick Kenniff, ancien recteur de l'Université Concordia a donné le coup d'envoi à la conférence. Une table ronde a suivi, animée par le journaliste Marc Laurendeau et regroupant M. Michel Agnaïff (CEQ), M. Serge Charlebois (étudiant en sciences), M. Gérald Larose (CSN), M. Henri Massé (FTQ), Mme Hélène Tremblay (Conseil supérieur de l'éducation). Plusieurs recteurs et vice-recteurs étaient présents. Par contre, la Conférence des recteurs (CRÉPUQ) a refusé de participer à l'événement.

Quatre ateliers, intitulés *La qualité de la formation, L'accessibilité, Le réseau universitaire québécois, La communauté universitaire*, ont été présentés.

M. Pierre Lucier, sous-ministre de l'Éducation, a prononcé l'allocution du dîner du Sommet, *Pour un contrat renouvelé entre l'université et la société*.

Dans le cadre de la discussion sur l'accessibilité, les délégués se sont opposés à toute hausse des frais de scolarité. D'ailleurs, dans leur déclaration commune, ils ont affirmé : «Nous pensons [...] que l'université ne pourra être à la hauteur de sa mission que si elle est largement ouverte à toutes les personnes qui désirent avoir accès à ses programmes de formation. Actuellement, une grande majorité des étudiants, à temps plein ou à temps partiel, doivent s'endetter en plus de travailler pour poursuivre leurs études. Nous pensons qu'il est urgent que le système de prêts et bourses soit remodelé et réévalué en vue d'assurer l'accessibilité de l'éducation universitaire à toutes et à tous.»

La même déclaration commune prône : «Nous affirmons aussi que les universités doivent accentuer la coopération entre elles et favoriser une utilisation maximale du réseau existant plutôt que de laisser libre cours à une concurrence futile et coûteuse à même les fonds publics.» On s'est entendu pour créer une table de concertation permanente pour favoriser cette concertation entre tous les établissements.

Une proposition, adoptée à l'unanimité, demande à tous les membres de la communauté universitaire de tenir une journée nationale de réflexion. ■

Libraries & Librarians at the Crossroads

BY JOHN McCALLUM

> LA PROFESSION DE BIBLIOTHÉCAIRE SUBIT PRÉSENTEment une transformation qui mine ses valeurs traditionnelles axées sur le développement intellectuel des personnes grâce à une aide personnelle directe dans la quête du savoir et l'utilisation des sources d'information. Pour des raisons de statut, on a tendance à sous-évaluer les fonctions du service personnel offert par une profession dominée par les femmes. De nombreux bibliothécaires, en effet, choisissent de se fabriquer une image que les personnes n'exerçant pas la profession comprennent et estiment. Voilà donc ce qui explique le statut plus élevé que l'on accorde aux fonctions administratives et techniques des bibliothécaires. Toutefois, l'importance que l'on accorde au rôle des bibliothécaires dans la gestion de l'information fait mentir l'objectif plus élevé, que les bibliothécaires partagent avec leurs collègues professeurs, à savoir la conviction que l'étude et l'apprentissage se font par la lecture et l'écriture, l'avancement et la diffusion du savoir, ainsi que la libre quête et la défense de la vérité. En bref, il s'agit d'un engagement envers des valeurs éducatives pour lesquelles les services de bibliothèque sont considérés comme partie intégrante du processus éducationnel.

IF WE ACCEPT THE IDEA, ALBEIT arguable, that "the central purpose of libraries is to provide a service: access to information," (Buckland, 1992), it is surely ironic that the profession of librarianship apparently finds its very existence threatened, even as "The Information Age" explodes around us in unabated pro(con)fusion.

Some library schools, most notably Columbia's, have closed down; others, such as U of T's, have removed the word "library" from their title, although the majority of graduates continue to find jobs in libraries. The recent posting of a senior administrative position in a large academic library does not require a degree in library science. At Dalhousie, librarianship is viewed as a branch of management science, while a review of the curriculum at the University of Michigan has been dubbed CRISTAL, Coalition on Reinventing Information Science, Technology, and Library Education. A curious 'R'-word that not "renewing" or "reviewing," but "reinventing." As if the past hundred years and more of library practice never happened.

Librarians have long been concerned about their professional and academic image and identity; that is, about the way others view them and the way they view themselves. Not without some justification, it should be added. Witness the faculty member who sees a senate library committee as low-level community service; or university administrators who continue to deny the academic status of librarians despite the consistent findings of labour relations boards that librarians have a commonality of interest with teaching faculty; or, most dismaying, senior library administrators who view themselves as members of the managerial class (some public chief librarians even have the title of CEO), for whom collegial practice is little more than organizational teamwork, with the inevitable pressure to conform to group norms.

Nowadays, the picture of the librarian as "defender of the life of the mind" is too quixotic by half for many within the library profession itself. Librarians of the future will be either managers or information technologists, a librarian-cum-computer specialist stated quite matter-of-factly at an Internet session in Ottawa. That this remark went unchallenged is only one sign that librarians are losing touch with the basic values that have distinguished the profession, values that are rooted in an ethic of direct, personal service. And knowledgeable service, it should be added, seeing how the materials of knowledge have always been — literally — librarians' stock in trade.

It is well known that librarianship has always been a female-dominated profession — in Canada even today, it is 75 per cent so. How far librarians' image and status problems may be gender-related is perhaps debatable. Still, it is hard to argue with UWO library professor Roma Harris' contention that the traditional service ethos of a woman's profession is being devalued by librarians themselves. Rather, the "'hard' administrative functions...or technical functions that involve automated systems" find favour now, because they are highly valued by people outside the profession, many of them, doubtless, influential decision-makers.

In other words, to gain acceptance, to enhance their status, librarians are tending to recreate themselves in the images that outsiders understand and value. At the same time, much of the direct contact with library users is being entrusted to so-called paraprofessionals, while librarians pass more and more of their time in endless meetings on strategic planning or such other managerial exercises that keep them off the front lines of library service.

And then there is the devotion to the new electronic communications technologies, respecting which I often think of the epigraph to a major report on library services at Brandon, in which the words of a certain James Marsh are quoted: "Much of the adoption of a new technology depends on the symbolism it evokes. And whatever else it may be or become, the computer and the terminal work station are symbols of a modern university." And so the library, as the university's central store of information, must for symbolic reasons project an image of high-tech relevance. The costs, both short- and long-term, of investment in the new technology is not symbolic, however, "whatever else it may be or become."

The decline of libraries' material resources on the other hand is a real, easily documented fact. It is doubtful, however, that anyone can say to what extent it is attributable to the cost of buying (into) and maintaining the new electronic wonders of information retrieval. Nor is it a question readily entertained, since decisions and commitments in this direction are already well in train. Of little import then are the voices of caution and dissent, such as that of Robin Alston, a British professor of library studies, whose views were reported by John Sutherland in the London Review of Books, to the effect that "the community of librarians was 'hijacked' in the Seventies by the merchandisers of electronic goods in one of the most wonderful conspiracies in the history of librarianship."

Information, as it is conceived today, is inextricably linked to the male-dominated world of computer technology. Michael Gorman, Dean of Library Services at California State University, recently wrote that the recipe of "those who would destroy libraries and books" includes "a soupcon of sexism (most librarians are females and, therefore, cannot be expected to understand the brave, thrusting male world of computing)...." Unfortunately, senior library administrators and decision-makers (Gorman is a rare exception), are choosing to reinvent the profession in the image of the promoters of an electronic and virtual world of information. And so, like Pogo, many librarians, to their dismay, have met the enemy...

In their headlong rush to join the ranks of information managers and technologists, too many librarians have abandoned the traditional values of the profession, values which are fundamentally humanistic. Many academic librarians still see their mission as one of working with users to facilitate and enhance their learning experience through direct, personal assistance and guidance in the discovery and use of the materials of knowledge for the benefit of their intellectual growth.

In this, the role of librarians is more than one of simply providing access to information; their higher purpose parallels values espoused by their faculty colleagues: belief in the efficacy of study and learning through reading and writing, the advancement and dissemination of knowledge, and the free pursuit and defence of truth. This is why many librarians see faculty members as their natural allies; and why it is in the interest of both to defend their common commitment to the values of education. The provision of the best possible library service, which aims to foster conditions that facilitate learning, is an essential part of the education process. ■

(John McCallum is Reference/Collections Librarian at Wilfrid Laurier University.)

The views expressed are those of the author and not necessarily those of CAUT. CAUT welcomes articles to a maximum of 1,500 words on contemporary issues directly related to postsecondary education. Publication is solely at the discretion of CAUT.

Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU. L'ACPPU accepte les articles de 1 500 mots au plus portant sur des questions contemporaines directement reliées à l'enseignement postsecondaire. Les articles sont publiés à la seule discrétion de l'ACPPU.

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Amending the Copyright Act — Phase II

The new legislation attempts to provide for two of the most important exemptions requested by the educational and research community — the exemption for single copies of articles and for the inter-library loan system between universities.

EARLIER THIS YEAR THE LIBeral government tabled legislation to amend the Copyright Act. This honoured a long-standing promise of both the Conservatives and the Liberals, dating back to 1988, to bring in amendments to provide for the needs of researchers, educators and libraries.

The legislation is now before a Commons committee. At the end of October CAUT tesrified before this committee as part of an alliance with the Association of Universities and Colleges of Canada, the Association of Canadian Community Colleges, the Canadian Teachers' Federation, and the Canadian School Boards Association.

In 1988 the Conservatives brought in phase I of copyright reform which dealt with the rights of creators. CAUT supported the legislarion bur only on condrtion that parallel amendments would be introduced to deal with the needs of users in the educational community.

The amendments were promised but never delivered mainly because the phase II proposals contained a section on neighbouring rights which angered the powerful broadcasting lobby.

From the beginning CAUT has taken the position that it was reasonable for educational institutions to pay when there was multiple copying for the classroom.

But CAUT argued it was unreasonable to create a regime designed to force individual researchers to pay and to secure permission from the authors whenever they made one copy of a scientific article, particularly since their competitors at universities in the U.S. did not have to pay or seek permission. CAUT also argued that the new regime should not disrupt the inter-library loan system between universities.

Once in office, the Liberals reiterated the promises of their predecessors. The new legislation attempts to provide exemprions requested by the educational and research community. Two of the most important of these are the exemption for single copies of articles and for inter-library loan. Another important exception is for the visually disabled.

The Liberal legislation, from the point-of-view of educators and librarians, is the basic minimum needed to honour their promises. It follows fairly closely the suggestions made by CAUT in 1988.

Nevertheless there has been a vigorous lobby led by Cancopy to eliminate all exemptions from the legislation. Sheila Copps, the minister responsible, encouraged this by suggesting to various organizations opposed to the bill that they might have some success in fighting it in committee.

Professor Alan Andrews of Dalhousie University appeared before the Commons committee on behalf of CAUT. He welcomed the tabling of phase II, but noted CAUT wished for some amendments. The most substantive was to include provisions which would allow the use of film and video in the classroom.

CAUT would also like to see the following amendments:

- the definitions in the bill rewritten to make it crystal clear that benefits granted educational institutions also apply to their academic staff;
- the section on reviewing modified so it could not be interpreted as requiring reviewers of films or videos to list the names of everyone who worked on the production of such items;
- the section on the disabled be expanded to deal with the needs of the hearing impaired and those with learning disabilities;
- criminal sanctions limited to major industrial violations (civil recourse should be the norm for small scale violations);
- amendments or regulations in regard to parallel importation requiring the timely filling of orders by Canadian rights holders; and
- a rebate for educational institutions on the proposed tape levy where tape was being used for purposes other than the copying of copyright material.

Overall CAUT said it would have preferred the route taken in the U.S. where it was decided to amplify the fair dealing arrangements, rather than the British model which attempts to list each individual exception.

CAUT and the other members of the alliance urged that the bill be passed quickly with the amendments suggested by the group and that the government get on with phase III which will deal with the informarion highway. ■

60 % des étudiants universitaires craignent pour leur avenir

PAR PAUL CAUCHON

LES ÉTUDIANTS UNIVERSITAIRES québécois ne sont pas très optimistes face à l'avenir: près de 60 % d'entre eux estiment qu'il leur sera difficile d'obtenir un emploi dans le domaine qu'ils ont choisi.

Même s'ils poursuivent bravement leurs études, les étudiants de tous les programmes craignent pour l'avenir, sauf ceux en sciences de la santé, qui croient, à 66,8 % qu'il leur sera facile de trouver un emploi.

Dans tous les autres programmes, les étudiants croient majoritairement que l'emploi sera rare et, dans certains secteurs, comme les sciences humaines et les lettres, ce sont 73 % des étudiants qui croient qu'il leur sera difficile de trouver un emploi.

Une proportion qui atteint aussi 68 % chez ceux qui étudient en sciences de l'éducation.

Cette donnée est tirée d'une grande étude réalisée au département de sociologie de l'Université de Montréal par le Groupe CODEVIE, un groupe de chercheurs coordonné par le professeur Arnaud Sales.

Cette étude de près de 400 pages, financée par le ministère de l'Éducation du Québec, scrute tous les aspects de la vie étudiante, sous le titre de «Le monde étudiant à la fin du XXe siècle.»

L'étude démontre aussi que les femmes sont majoritaires dans tous les programmes d'études, et on y apprend que les étudiants allophones fréquentent très majoritairement les universités anglophones.

Les chercheurs ont proposé un long sondage SOM à l'automne 1994 à 2400 étudiants, et les données ont été pondérées avec les données issues des inscriptions de 150 000 étudiants en 1994.

L'étude confirme que les femmes forment la majorité des effectifs universitaires à temps plein, avec 55,6 % des effectifs, contre 51,3 % en 1989 et 44,3 % en 1978.

Les femmes sont majoritaires dans les deux premiers cycles, et elles représentent 40,9 % des inscriptions au doctorat. Elles sont majoritaires dans tous les secteurs d'études, sauf en sciences appliquées et en sciences pures où elles représentent quand même 46,4 % des effectifs.

Cette poussée des femmes camoufle une donne troublante: dans le groupe d'étudiants de 20 ans et moins identifiés comme étant «canadiens francophones», les hommes sont vraiment sous-représentés, puisqu'ils formenr 35,7 % des effectifs.

De façon générale, les étudiants universitaires sont plus vieux qu'avant, le quart des étudiants inscrits à temps plein ayant plus de 23 ans.

L'étude présente aussi plusieurs données économiques sur la condition étudiante, ce qui ne manquera pas d'intéresser les acteurs du milieu de l'éducation alors que le débat sur les frais de scolarité refait surface dans l'actualité.

L'étude établit que près de la moitié des étudiants à temps plein, soit 48,7 %, ont un revenu annuel brut de moins de 10 000 $.

Pour les étudiants à remps plein, le revenu moyen pendant l'été 1994 était de 4612 $ et de 2442 $ pendant la session universitaire.

Toujours dans le cas des étudiants à temps plein, les chercheurs évaluent à 51,6 % le nombre d'entre eux qui recevaient une contribution financière de leurs parents (cette proportion est de 20,4 % pour les étudiants à temps partiel), cette contribution s'établissant en moyenne à 1850 $.

L'étude établit aussi que 44,3 % des étudiants à temps plein ont un emploi et qu'ils y consacrent 15 heures par semaines.

Près d'un étudiant sur deux (47,7 %) reçoit un prêt du programme gouvernemental de prêts et bourses, pour un montant moyen de 3244 $.

Et 20,5 % des étudiants reçoivent une bourse du même programme, d'une valeur moyenne de 4031 $.

Les bourses d'excellence en tous genres sont beaucoup plus intéressantes, mais seulement 11,5 % des étudiants en reçoivent.

Chez plusieurs étudiants, un processus d'endettement commence dès le cégep et, rendus au docrorat, 34 % des étudiants ont une dette accumulée supérieure à 15 000 $. Un étudiant sur cinq a une dette qui dépasse les 20 000 $.

Les frais de scolarité ont un impact majeur dans le budget étudiant: en établissant un tableau des dépenses des étudiants à temps plein, les chercheurs constatent que 28 % des dépenses vont aux frais de scolarité, 20 % au logement, 16,8 % à l'alimentation, 11 % aux loisirs, 8 % au matériel scolaire, 7 % aux vêtements et 7 % au transport.

Toutefois, cette répartition varie beaucoup selon la situation résidentielle de l'étudiant.

Ainsi, l'étudiant qui demeure chez ses parents consacre 37 % de son budget aux frais de scolarité et 15 % à l'alimentation. Celui qui vit seul consacre 22 % aux frais de scolarité et 35 % au logement.

Notons que 36,9 % des répondants vivent chez leurs parents, 15,3 % vivent seuls, 21,2 % vivent avec leur conjoint er 26,6 % avec d'autre personnes.

L'étude présente plusieurs autres données sur différents sujets (mode de vie, degré de satisfaction envers leur établissement, etc.), mais on peut en retenir ici une dernière, particulièrement frappante: les allophones fréquentent massivement les université anglophones.

Les étudiants de langue maternelle autre que l'anglais et le français représenrent 14,7 % des personnes interrogées. Mais les étudiants allophones se concentrent à 60,2 % dans les universités anglophones.

En plus d'utiliser la variable linguistique, les chercheurs ont utilisé la variable de l'origine nationale, et ils constatent que plus de la moitié des étudiants inscrits dans les universités de langue anglaise ont des parents dont l'origine nationale est autre que canadienne. Cette proportion n'est que de 12 % à peine dans les universités francophones, une donnée qui illustre fortement la caractère pluriethnique des universités anglophones au Québec. ■

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FROM PAGE 1

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• A university research infrastructure support plan to provide longer term support for infrastructure through programs that match provincial funds to pay the indirect costs associated with the direct costs covered by grants from the three federal research granting agencies;

• Renewal of the Networks of Centres of Excellence to maintain this premier program in Canada for transferring research outcomes from Canadian universities to the private sector;

• Enhancing the commercialization of research to enable universities to sustain technology transfer offices that handle the many aspects needed to get research results out into the other sectors; and

• Community research shops or centres to bring the skills and expertise resident in the universities to bear on the needs and problems within the local communities. This idea is based on a similar program that operates in the Netherlands.

These various proposals all assume that the granting councils also receive stable funding and that ultimately their funds should be restored at least to 1993 levels. ■

(Paul T. Hough is Executive Director, Canadian Federation of Biological Societies and Interim Chair of the National Consortium of Scientific and Educational Societies.)

Details of these proposals are in the document prepared for the finance committee called "Putting Knowledge to Work: Sustaining Canada as an Innovation Society." It is available on the AUCC Web site, or from CAUT.

Visit CAUT's Web Site

It includes these site sections:

- *Performance Indicators*
- *Academic Freedom and Tenure*
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Conférence sur les griefs et l'arbitrage

À VENIR...

du vendredi 31 janvier (19h30) au dimanche midi 2 février 1997
Hôtel Château Laurier, Ottawa

SUJETS QUI SERONT ABORDÉS

- Le traitement des causes de harcèlement actuel
- La permanence et le droit
- Le droit d'auteur
- Les mesures disciplinaires progressives
- Le réglement de litiges informels
- Une table ronde

Le vendredi 31 janvier (15h30 au 17h30) un atelier facultatif sur le réglement de griefs sera offert avant la conférence. Vous pourrez vous procurer un ordre du jour detaillé auprés du secrétariat de l'association ou du syndicat de professeurs.

S'ADRESSE À QUI?

La conférence offre aux agents de grief des associations de professeurs l'occasion de partager des renseignements et des idées, de s'informer sur les sujets et les préoccupations de l'heure en matière de grief et d'arbitrage dans les universités et d'en discuter. La conférence s'adresse également aux membres intéressés des associations de professeurs.

L'interprétation simultanée sera assurée le samedi et le dimanche matin.

FRAIS D'INSCRIPTION

ACPPU/FOPPU	Avant 30 déc.	Après 30 déc.
1er délégué	350,00 $	400,00 $
2e délégué	350,00 $	400,00 $
3 et plus	300,00 $	350,00 $

Non-membres	Avant 30 déc.	Après 30 déc.
	700,00 $	800,00 $

Les frais d'inscription comprennent le déjeuner du samedi 1er février.

POUR OBTENIR DES INFORMATIONS

Veuillez communiquer avec Nancy Gordon
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Grievance/Arbitration Conference

COMING UP...

7:30pm, Friday, January 31 to Noon, Sunday, February 2, 1997
Chateau Laurier Hotel, Ottawa

SOME OF THE TOPICS TO BE ADDRESSED

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- Tenure and the Law
- Copyright
- Progressive Discipline
- Informal Dispute Resolution
- Round Table Discussion

On Friday, January 31 from 3:30pm to 5:30pm an optional pre-conference workshop on grievance handling will be offered. A detailed agenda will be available through your faculty association/union office.

WHO SHOULD ATTEND?

This conference presents an opportunity for grievance officers from faculty associations to get together to share information and ideas, and to learn about and debate the current topics and concerns in grievance and arbitration on university campuses. Interested members of faculty associations are also welcome to attend.

Simultaneous translation will be available on Saturday and Sunday morning.

CONFERENCE FEES

CAUT/FOPPU	By Dec. 30	After Dec. 30
1st delegate	$350.00	$400.00
2nd delegate	$350.00	$400.00
3rd or more	$300.00	$350.00

Non-Members	By Dec. 30	After Dec. 30
	$700.00	$800.00

Conference fees include lunch Saturday, February 1.

FOR MORE INFORMATION

Contact Nancy Gordon
Telephone: 613.820.2270
E-Mail: ngordon@caut.ca

CAUT ACPPU

Retirees Unite!

Three years ago at the meetings of the Learned Societies in Calgary a group of some sixty retired or about-to-be-retired professors met to discuss the possibility of forming a Canadian federation of retirees and of their associations. A small ad hoc task force appointed at that time accepted a mandate to enquire further into this possibility.

BY R.D. BRAMWELL

In May 1995 during the Learned Societies at the University of Quebec in Montreal (UQAM) the task force reported to a group of retirees on the results of a questionnaire that it had devised and circulated widely during the year. Replies to the questionnaire showed that one of the principal purposes of a federation would be the exchange of information. For this reason the task force recommended the establishing of a web site on the Internet, and indeed, seeing no reason for not doing so, has already established one through the good offices of a colleague in Calgary.

The original task force also suggested as a possibility the founding of a more conventional organization that would have its own office, produce a newsletter, and arrange at least one annual meeting for members to coincide with the meetings of the Learned Societies. The meeting in Montreal approved this suggestion, particularly as it might promote personal, face-to-face contacts between members. Consequently, it appointed a second committee that included two members of the original task force to enquire into the establishing of a federation of this more conventional kind, and to take any steps it might think sensible that could facilitate the founding of it. This second task force was to report at the next meetings of the Learned Societies in 1996 at Brock University.

Immediately, this committee face two related questions — where would the central office be, and what local organization might undertake to equip and staff it — at least at the outset?

Letters to a number of well-established associations somewhere (vaguely) centrally placed in the country, asking whether they might consider undertaking such a task produced only negative answers — if answers at all! Yet one ray of hope remained — CAUT, which had been represented at meetings in Calgary and UQAM and was to be represented again at Brock by Executive Director, Don Savage.

Meanwhile, in May 1996 Dr. Savage had produced for the CAUT Executive Committee, an exploratory report concerning a new status for retired CAUT members within CAUT. Here, apparently, was some coincidence of interests sufficient to encourage the thought that some form of cooperation between the two parties might be possible. Following discussion of this prospect at the meeting in Brock, the chair of the task force spent a day at CAUT, and the two parties have agreed to pursue further likely lines of development.

James Gibson, formerly President of Brock University, who will be visiting Ottawa at the time, has been invited to attend the meeting of the CAUT Council that is scheduled for November. He will be an observer on behalf of the task force.

Next May at the Learned Societies meetings at Memorial University, the task force will report again — and, it is greatly to be hoped! — with definite and final proposals. ■

(R.D. Bramwell is Professor Emeritus at the University of Calgary and Chair of (successive) task forces).

Editor's Note: Issues related to retired members will be discussed at November Council.

CALL FOR PAPERS

International curriculum symposium: 22-23 February, 1997
Concordia University

"Millennial Dreams: Humanistic Curricula in the 21st Century"

Possible sessions topics might include:

A "Quaestio Disputanda": Critical Approaches to the Canon
Humanistic Education and Bureaucratic Imperatives
Problems of Definition: "Humanistic" Curricula
"Liberalizing" General Education: A "Liberal" Education?
Quadrivium and Trivium: Curricular Quality or Trivia?

Send two-page proposals by **Dec. 6, 1996**, c/o **Prof. C. Clausius, Liberal Arts College, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8**, Canada. Fax: (514) 848-2573; Tel: (514) 848-2565.

New Dimension to the White Ribbon Campaign

BY CHRIS WATSON

After six years of effort it is now a familiar sight on campus in late fall; many men put on a white ribbon symbolizing the call for an end to violence against women. The problem, sadly, is certainly not unknown on the Canadian university campus.

For 1996 the White Ribbon organizers have targeted the last Friday of November, the 29th, as the day when they hope that thousands of men across Canada will put on the white ribbon. This year however campaign organizers have added something new.

On October 15 in Toronto, Mayor Barbara Hall and White Ribbon Co-Chair (and professor of political science at Ryerson) Jack Layton unveiled the winning design in the 1st White Ribbon Poster Contest. More than 30 different designers from Montreal to Vancouver submitted posters to be chosen as centrepiece to this year's White Ribbon Campaign.

The winning design by Les Soos, Tony Miller and Jim Ranscombe of Ranscombe & Co. in Toronto is surprisingly simple. There is a bold headline reading "These Men Want to End Violence Against Women" followed by spaces for over 100 signatures.

"The great thing here" said Jack Layton "is that this works on two levels. When it's empty it calls out for men to sign it. When it's full it makes a powerful statement. So what we have is far more than just a piece of advertising. It's not just something to look at. This year when we ask men to put on a white ribbon on November 29 we also want them to sign a copy of the poster. Sure it's mostly symbolic, but it is another way for a man to make a personalised commitment to ending violence against women."

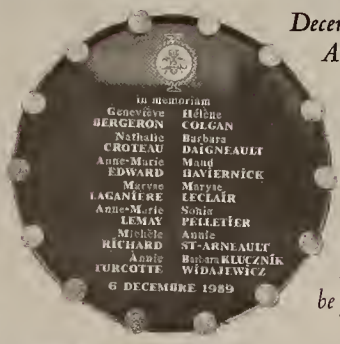
The poster contest was an innovative approach to what might normally be the routine task for an organization like this: getting a poster together for the fall campaign. Friends of White Ribbon in some local ad agencies and design houses put their creative heads together and pur out a call for submissions. The response was overwhelming in numbers and in the creative and, in most cases, political calibre of what came in. This quantity and quality of the entries also offers an interesting, and very encouraging political comment on the graphic design community.

The contest was judged by a panel of men and women from six different agencies and the campaign made use of this to host a media event with the Mayor of Toronto coming to unveil the winning poster. All of the submissions were on display.

The task on White Ribbon organizers' shoulders now is to see how widely we can get this seen across Canada. Looking to the university community we're encouraging our friends, especially men, in the academic community to call us for copies of the poster to display in their departments. Our toll free number is 1-800-328-2228 and we'd be happy to send a poster to any professor that gives us a call. The university is, of course, supposed to be a centre of great discourse and the combination of the poster and the white ribbon is bound to stimulate some interesting discussion as to the nature of the problem and as to how, or even if, it can be resolved. ■

(Chris Watson is campaign manager of the 1996 White Ribbon Campaign.)

For more information contact Chris Watson or Richard Barry at (416) 596-1513, fax (416) 596-8359.



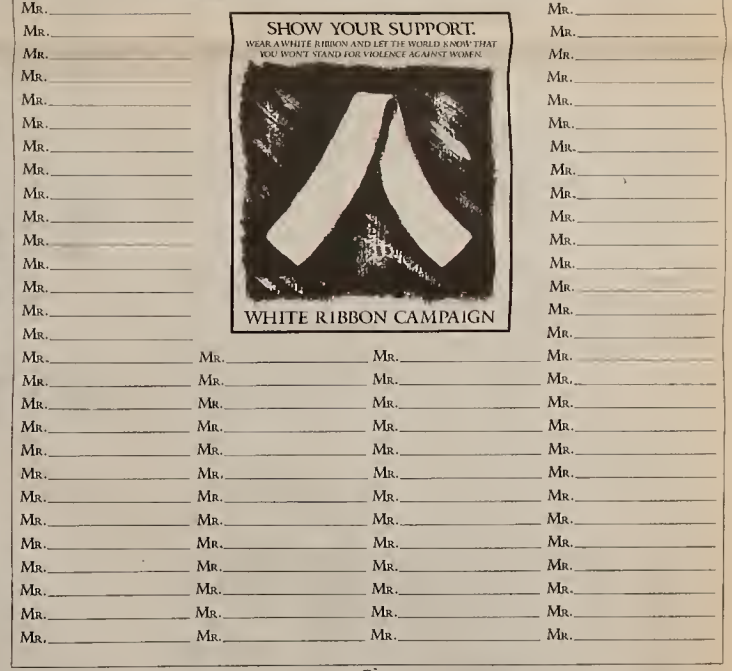
— PHOTO ÉCOLE POLYTECHNIQUE —

A commemorative plaque at École Polytechnique in memory of the 14 women killed.

Winning poster design for 1996 White Ribbon Campaign.

December 6, 1989 — A Tragedy Felt by All Canadians

Fourteen women were massacred at the École Polytechnique in Montreal on December 6, 1989. Canadians in general and members of the academic community in particular, honour the memory of the massacre victims. For many of us this will never again be just another date on the calendar...



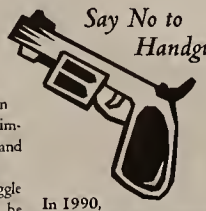
Gun Control Now

On December 5, 1995, Canada proclaimed new gun control legislation which bans military assault weapons, licenses gun owners, registers guns, and improves controls on handguns and ammunition.

Many think that our struggle has ended. Nothing could be further from the truth. The law will not be fully implemented until the year 2003. Its start-up has already been delayed. A constitutional challenge is pending. Two federal parties plan to repeal the law if elected.

We need your help now more than ever. Call or write: The Coalition for Gun Control, P.O. Box 395, Station D, Toronto, Ontario, M6P 1H8; 416-604-0209.

The Coalition is endorsed by over 400 organizations and 18,000 individuals. ■



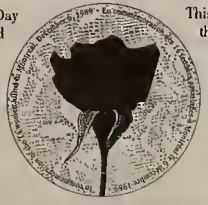
In 1990, handguns killed 22 people in Great Britain, 13 in Sweden, 91 in Switzerland, 87 in Japan, 10 in Australia, 68 in Canada & 10,567 in the United States of America.

Remember December 6 then take action...

December 6th is Canada's National Day of Remembrance and Action to End Violence Against Women.

To commemorate this day, the YWCA of Canada has produced December 6th Rose Buttons with accompanying bookmarks.

Community Action on Violence Against Women



This is the fifth year that the YWCA is the national distributor of December 6th Rose Buttons and bookmarks.

Order Your Button Today!
Bags of 100 for $50 (prepaid plus GST and PST for Ontario residents) bilingual text.

YWCA of Canada
Telephone: (416) 962-8881

CLASSIFIEDS ANNONCES CLASSÉES

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ACCOUNTANCY

CONCORDIA UNIVERSITY — The Department of Accountancy invites applications for the following positions subject to budgetary approval: a) a tenure track position at the rank of Assistant Professor from those with teaching and research interests in financial accounting, auditing, and taxation. PhD or DBA completed or near completion, with concentration in accounting is required. Professional designation is a plus. Duties of successful candidates will include research and teaching at the undergraduate and/or the graduate levels. This type of appointment is effective June 1, 1997 or at a later date, and b) visiting faculty positions - Successful applicants should possess a PhD in accounting and are expected to teach in the various programs offered by the Department. This type of appointment is effective June 1, 1997 or at a later date. The Department of Accountancy is one of five Departments of the Faculty of Commerce and Administration. The Department has 27 full-time faculty members and is one of the largest in Canada. The Department offers courses at the Undergraduate, Diploma, MBA and PhD levels. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. Interested applicants should send a letter of interest and a curriculum vitae to: Dr. George Kanaan, Acting Chair, Department of Accountancy, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8. Applications will be accepted until the positions are filled.

ACCOUNTING

SAINT MARY'S UNIVERSITY — Department of Accounting. The Frank H. Sobey Faculty of Commerce, Department of Accounting, Saint Mary's University invites applications for tenure track and limited term appointments in Accounting, Commercial Law and MIS. The positions will commence September, 1997, pending budgetary approval. Successful applicants should have strong research and teaching credentials with a Ph.D. in hand or near completion. The Frank H. Sobey Faculty of Commerce offers BComm, MBA and EMBA programs and a PhD program in Accounting has been proposed. Applicants should arrange for the complete application, copies of academic transcripts and three (3) letters of reference on teaching to be sent directly to: Dr. Barry Gorman, Department of Accounting, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, or by fax to (902) 420-5119. Closing date February 1, 1997. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and persons with disabilities.

AGRICULTURE, FOOD & NUTRITIONAL SCIENCES

UNIVERSITY OF ALBERTA, Edmonton. An industry funded 3-year term appointment with expectation of extension at Assistant or Associate Professor level in Poultry Nutrition. Teaching and research in poultry nutrition or related disciplines. The successful appointee will be expected to make a major contribution to the activities of the Poultry Research Centre, a partnership of industry, government and university, committed to meeting the needs of a competitive egg and poultry production industry through the delivery of effective programs of teaching, research and technology transfer. Candidates must have a PhD and relevant postdoctoral experience and the ability to establish a strong research program of relevance to the industry. Preference will be given to candidates with excellent communication skills, a strong publication record, proven teaching experience and leadership qualities. Salary range: Assistant Professor, $39,230 - $55,526; and Associate Professor, $48,736 - $63,664. In addition to salary it is expected that committed funds will be available to support the research of the successful applicant. This term position will be available January 1, 1997. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a short statement of teaching and research interests, curriculum vitae and the names of three referees should be sent to Dr. Keith Briggs, Chair, Department of Agricultural, Food & Nutritional Science, University of Alberta, Edmonton, Alberta, T6G 2P5, from whom further information on this position is available. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ANTHROPOLOGY

UNIVERSITY OF ALBERTA — The Department of Anthropology, University of Alberta, seeks a social-cultural anthropologist with a specialization in aboriginal issues emphasizing ecological/economic anthropology. Preference will be given to candidates with an applied orientation and a circumpolar focus. A PhD is required and the successful candidate will show evidence of an ongoing program of research and publication and a commitment to teaching and graduate supervision. This position will be tenure track at the junior Assistant Professor rank (current salary range for Assistant Professor is $39,230 - $55,526). The effective date of appointment will be 1 July 1997. Closing date for receipt of applications (which must include a complete cv and the names of at least three references who have been asked to send confidential letters of assessment) is 31 December 1996. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. All communications should be sent to Dr. David Lubell, Chair, Department of Anthropology, University of Alberta, Edmonton, AB T6G 2H4 Canada. Phone: (403) 492-2368; Fax: (403) 492-5273; E-mail: David.Lubell@Ualberta. ca. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF REGINA, Department of Anthropology invites applications for a tenure-track position (subject to budgetary approval) at the Assistant Professor level, commencing July 1, 1997. Deadline for this previously advertised position has been extended to February 1, 1997. We particularly seek candidates who are committed to ethnographic research in international settings, to help define the rebuilding of the department around sociocultural anthropology and to enhance our capacity to deliver graduate level instruction. Within the Faculty of Arts, the department contributes to programs in cultural studies, women's studies, and linguistics, complementing other departments through its emphasis on interpretive theory. Applicants should have a PhD or be close to completion; teaching experience is an asset. Applicants should submit a statement of research and teaching interests, a curriculum vitae, a sample of writing, course outlines and student evaluations if available, and arrange for the forwarding of three letters of reference to: Dr. M. Knuttila, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Aboriginal people, persons with disabilities, members of visible minorities and women are invited to identify themselves as members of the designated groups on their applications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ART HISTORY

UNIVERSITY OF TORONTO (St. George Campus). Art Historian, Medieval art and architecture. Applications are invited for a position in the Department of Fine Art at the rank of Assistant Professor, tenure stream, or Associate Professor, tenured. Start July 1, 1997. PhD required; demonstrated excellence in scholarship and teaching, appropriate for level. Specialization in medieval art and architecture A/D November 29, 1996. Send cv, 3 letters of recommendation to Margaret Miller, Chair, Department of Fine Art, University of Toronto, Toronto, Ont. M5S 3G3 Canada. In accordance with its employment equity policy, the U of T encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF BRITISH COLUMBIA — Art History. The Department of Fine Arts, University of British Columbia, invites applications for a tenure-track position as an Assistant Professor, subject to confirmation of funding, to begin 1 July 1997. We seek an individual who focuses upon early encounters between Europe and the Americas which may be approached through a specialization in either early modern (16th-18th century) or native art of North America (especially that of the Northwest Coast). Applicants must hold a PhD or be able to provide firm evidence that the degree is imminent. As well, a record of papers and publications commensurate with their time in the field is required. It is essential that the applicant be able to demonstrate a strong engagement with both current theoretical and historical debates on cross-cultural exchanges and the study of visual culture. The position is intended to contribute to a department that is deeply involved in teaching and research which explores exchanges between arts of study (such as western vs. non-western, popular vs. elite, etc.) Responsibilities will include teaching undergraduate survey courses, undergraduate and graduate seminars, providing M.A. and PhD supervision in the area of specialization, and on occasion, teaching introductory courses in the visual arts and seminars in the methodology of art history. Salary will be commensurate with qualifications and experience appropriate for the rank. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Deadline for applications: 20 January 1997. Applications consisting of a letter of application, a curriculum vitae, and the names and addresses of at least three referees should be sent to: Dr. James D. Caswell, Head, Department of Fine Arts, 6333 Memorial Road, The University of British Columbia, Vancouver, B.C. V6T 1Z2.

AUDIOLOGY & SPEECH SCIENCES

UNIVERSITY OF BRITISH COLUMBIA — School of Audiology & Speech Sciences. Applicants are invited for a two-year term as Assistant or Associate Professor in the School of Audiology and Speech Sciences at the University of British Columbia, available July 1, 1997. The School offers graduate level education (MSc and PhD) leading to professional certification in speech-language pathology/audiology or to research careers. Duties include instruction in human language processing and neurolinguistics, research, and university/school service. A PhD and evidence of scholarly excellence are required; preference will be given to applicants with an interest in acquired language disorders. Salary and rank commensurate with qualifications. The position is not currently in the tenure track, but there is likelihood that a related tenure-track position will be advertised at the end of the two year term. Interested persons should send a letter of application, curriculum vitae, and names (phone numbers and addresses) of three referees by January 15, 1997 to: Prof. Judith Johnston, School of Audiology & Speech Sciences, UBC, 5804 Fairview Avenue, Vancouver, B.C. V6T 1Z3. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

BIOLOGY

DALHOUSIE UNIVERSITY - The Department of Biology at Dalhousie University invites applications for a tenure-track position at the Assistant Professor level effective September 1, 1997, or by arrangement. The department has a vigorous graduate program and a strong, but not exclusive interest in marine biology. Applicants are expected to hold a PhD, with a specialization in invertebrate biology. Duties include undergraduate teaching (with at least one class in marine invertebrate zoology), development of an active research program, and supervision and support of graduate students. Applicants should include curriculum vitae, several recent publications and arrange for three letters of reference to be sent directly by referees. This position is subject to final budgetary approval. The closing date for applications is December 23, 1996. Applications should be sent to: Bill Freedman, Chair, Selection Committee, Department of Biology, Dalhousie University, Halifax, Nova Scotia, Canada B3H 4J1. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, Aboriginal peoples, racially visible people and persons with a disability. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

UNIVERSITY OF OTTAWA — The Department of Biology, University of Ottawa, invites applications for a tenure-track position at the level of Assistant Professor starting July 1, 1997. The Department offers major opportunities for collaboration with active research groups in many academic, government and private sector organizations in the Ottawa area. Specifically, the Department is seeking an animal physiologist able to contribute to the significant Departmental strength in comparative animal biology. The successful applicant should have a PhD, preferably postdoctoral experience, and demonstrated capacity to establish an independent research program. Preference will be given to an individual able to teach and supervise students in

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University of Alberta
Edmonton

Faculty Position in *Computational Space* Plasma Physics

Department of Physics

The Department of Physics plans to make a tenure track appointment in space plasma physics, with a starting date of July 1, 1997. We are looking for a candidate with demonstrated expertise in computational physics. The successful candidate will be required to teach at the undergraduate and graduate levels, help in the development of courses in computational physics, and maintain a strong research program in space plasma physics.

Current research projects in the Department include a variety of ground based and space based experimental programs, theoretical studies of magnetospheric processes including nonlinear plasma waves, and applications of massively parallel computing in modelling space plasmas.

We specifically seek candidates now for a tenure track position at the Assistant or Associate Professor level.

The current salary minimum is $39,230 with appointment level being commensurate with qualifications and experience.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Applications should be submitted with curriculum vitae and the names of 3 referees by January 15, 1997 to:

Dr. John Samson, Chair
Department of Physics
University of Alberta
412 Avadh Bhatia Physics Lab
Edmonton, Alberta T6G 2J1
Fax: (403) 492-0714
e-mail: dtlunty@phys.ualberta.ca

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

Dean, Faculty of Arts

Applications and nominations are invited for the position of Dean of the Faculty of Arts. The appointment will be effective July 1, 1997 for a term of five years.

Ryerson Polytechnic University is an undergraduate institution with a central focus on teaching and an expanding emphasis on research and the development of graduate programming. As a member of the Council of Ontario Universities, Ryerson offers career-oriented programs which balance professional and liberal studies.

The Faculty of Arts consists of nine academic departments (Economics, English, French, Geography, History, Philosophy and Music, Politics, Psychology and Sociology) with over 100 full-time faculty. It offers courses to all Ryerson programs, a diploma in Arts and degrees in Applied Geography, Public Administration, and Justice Studies.

The Faculty seeks a Dean who will be a strong advocate for the critical role of liberal arts within polytechnic education. The Dean will also provide leadership for curricular and faculty development, sound management of resources, and effective liaison with other Faculties and with the external academic community. Ideally, this position will appeal to a candidate who can demonstrate a significant grasp of the nature and value of both the humanities and social science perspectives.

The successful candidate must have strong academic qualifications, proven administrative ability, a demonstrated capacity for scholarly performance and academic innovation and a commitment to a consultative management style. The Dean will be expected to have a principled understanding of, and commitment to, polytechnic university education, the integrity of teaching, the centrality of liberal studies in professional education and the development and support of research and graduate studies. The Dean will hold an academic appointment. Salary will be commensurate with qualifications and experience.

Applications and nominations, together with a curriculum vitae and the names of three referees, should be received no later than December 2, 1996 and addressed to Dr. Dennis R. Mock, Vice President, Academic, Ryerson Polytechnic University, 350 Victoria Street, Toronto, ON M5B 2K3 Applications may also be faxed in confidence to (416) 979-5292. The search process will continue until an individual is selected.

Ryerson Polytechnic University is committed to the principles of employment equity and welcomes applications from all qualified candidates. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

RYERSON

Report of the AF&T Committee into the Complaint of Professor Ken Westhues

The AF&T Committee's investigations are complaint driven; the scope of any inquiries by the Committee is defined by matters raised by the complainant. Thus, this report presents only the results of an investigation of whether or not Professor Westhues was treated fairly in the course of disciplinary actions taken against him at the University of Waterloo. The AF&T Committee believes that disputes of the kind described in this report are best resolved through a fair internal grievance procedure, through an agreed upon process of binding arbitration, or by mediation between the parties. For various reasons, none of these processes was followed at the University of Waterloo in this case. We have tried to write a balanced account of the dispute, but our report must be seen as a poor substitute for the fair and binding resolution procedures found in most Canadian universities, and so strikingly absent at the University of Waterloo.

On Sept. 16, 1995, the CAUT Academic Freedom and Tenure Committee (the "CAUT AF&T Committee") considered a recommendation from Don Savage, Executive Director of CAUT, that a Committee of Inquiry be established to investigate Professor Westhues' complaint that he had been treated unfairly by the Chair of his Department (the Sociology Department), two internal University committees, and the University of Waterloo ("UW") administration. After long debate, the committee instead decided to prepare its own report from the documentation on hand. In coming to this decision, the committee was influenced by the consideration that it was unlikely that any new information would emerge to inform the work of a Committee of Inquiry, given the vast amount of material already available. Moreover, it seemed likely that a Committee of Inquiry would itself take considerable time to conclude its investigations — extending the already protracted period of time that had been consumed in this matter — and that the process would involve the many parties to the dispute in time-consuming and distressing, but ultimately redundant repetitions of the claims and counter claims, defences and rebuttals which were amply evidenced in the growing files of the committee.

The AF&T Committee's investigations are complaint driven; the scope of any inquiries by the Committee is defined by matters raised by the complainant. Thus, this report presents only the results of an investigation of whether or not Professor Westhues was treated fairly in the course of disciplinary actions taken against him at the University of Waterloo.

The Academic Freedom and Tenure Committee believes that disputes of the kind described in this report are best resolved through a fair internal grievance procedure, through an agreed upon process of binding arbitration, or by mediation between the parties. For various reasons, none of these processes was followed at UW in this case. We have tried to write a balanced account of the dispute, but our report must be seen as a poor substitute for the fair and binding resolution procedures found in most Canadian universities, and so strikingly absent at UW.

In writing this report, we have not referred to or employed any of the oral evidence given to the fact-finding committee which visited Waterloo Feb. 22-23, 1995, nor to the report itself. Those who spoke to the fact-finding committee were given the assurance that their comments were not for public distribution, and that the report of the fact-finding committee was intended solely for the information of the CAUT AF&T Committee.

After the various parties to this dispute were informed of the CAUT AF&T Committee's intention to write its own report, Professor Adie Nelson wrote to express concern that her views might very well be overlooked, since she had not submitted anything in writing to the committee. Professor Nelson enclosed several documents for the information of the committee. Except for her covering letter and one other document, all of the items she enclosed had previously been seen by the CAUT AF&T Committee, and had found their way in due course into its collection. Nelson's additional documentation was included in the file and considered in preparing this report.

Unless it is absolutely necessary to an understanding of the case, we have avoided identifying anyone in this report except the principal parties in the dispute and those officers of the faculty association and the UW administration who have played a direct role in this affair.

This report is divided into the following sections:

I. The Framework for the Resolution of Disputes at the University of Waterloo: Policy 33 (Ethical Behaviour) and Policy 63 (Faculty Grievances)

II. The Important Events Surrounding Professor Westhues' Complaint

III. Commentary

IV. Recommendations

Necessarily, given the sheer mass of the material in the file, this account of the affair is compressed in a way that some are bound to feel neglects important issues and events. The Committee apologizes in advance to those who feel that their concerns have not been sufficiently addressed.

I.

The Framework for the Resolution of Disputes at the University of Waterloo: Policy 33 (Ethical Behaviour) & Policy 63 (Faculty Grievances)

It is critical to an understanding of this case to appreciate that discipline and faculty grievances are managed at the University of Waterloo using procedures that seem to be unique in Canadian universities. Provisions that many are accustomed to seeing in their collective agreements with respect to discipline and grievances are strikingly absent at UW. Instead, these matters are dealt with under two policies established by the Senate, both of which have proven to be problematic in the present case and in other disputes. None of this should be news to the faculty or administration at UW. At the request of the faculty association (FAUW) in 1984, CAUT established a two-person task force to review the various policies affecting faculty at UW. That report[1] was sharply critical of the procedures in place at UW and made a number of recommendations for improved policies and practices. A review of UW's revised policies[2] in 1990 noted significant improvements but again pointed out serious deficiencies in the procedures in place. As will become obvious from a consideration of the present case, Policy 33 and Policy 63 are still so severely flawed that they serve as very real impediments to the fair resolution of grievances.

Policy 33 (Ethical Behaviour)

This policy (approved Jun. 5, 1990) aims to promote "an environment of tolerance and respect" in which the "right of individuals to advance their views openly" is supported throughout the university. The policy appears to apply to everybody — students, faculty, staff, and administrators.

Several general principles are enunciated: the responsibility of members of the university community to contribute to a just and supportive community based on equality and respect for individual differences; support for the responsible and ethical exercise of academic freedom; the principle that there should not be undue interference in the study, work or working environment of other members of the university; the principle that all the benefits and services of the university should be available to those qualified without regard to personal characteristics or beliefs; and the view that supervisory authority should be used only to promote the proper purposes of the university. Without limiting the generality of these principles, the policy specifically incorporates definitions of sexual harassment, discrimination, and the abuse of supervisory authority.

Policy 33 establishes an Ethics Committee, advisory to the Vice-President Academic & Provost (the "VPA"). The Committee consists of six members — two students, two staff and two faculty. The VPA & Provost determines who acts as chair. In addition to its aims of promoting education, training, reviews of policy, and so on, the Ethics Committee has the task of dealing with specific complaints.

The chair or individual committee members can give advice or assist individuals informally in the resolution of their complaints and can also advise complainants of other means of resolving their disputes through other avenues of appeal. Informal attempts at resolving complaints can be terminated after reasonable time and effort if the committee member giving advice or assistance believes that the complaint is frivolous, if informal resolution is "inappropriate," or if one of the parties to the complaint refuses such resolution.

The formal process is initiated upon the receipt by the chair of a written complaint setting out the alleged violation of the policy, the remedy sought and the names of the respondents. Respondents are duly informed and given a copy of the complaint. A three-person Hearing Committee is established (the policy doesn't say quite how) to review the complaint, to establish jurisdiction, and to meet with the principals. Both at the informal and formal stages there can be discussions with, e.g. the chair of the Faculty Grievance Panel established under Policy 63 (see below) to work out questions of jurisdiction. The specific procedures to be followed in reviewing the complaint are left in the hands of the Hearing Committee, but it is supposed to consult with the parties about that procedure and to observe the principles of natural justice. Specifically, the committee has to permit each of the principals to be accompanied by another member of the university community as an advisor or representative; it has to allow each principal access to relevant evidence; it has to allow principals the opportunity to present evidence and argument and to rebut contrary evidence and argument. It was once the case, we are told, that the committee used to hear serial, independent testimony from those appearing at a hearing, with no opportunity for cross-examination, but it now permits cross-examination.

At the conclusion of its deliberations, the Hearing Committee delivers a formal report to the VPA & Provost and to each of the principals. This report contains a recommendation for the appropriate disposition of the complaint, indicating the nature and relevant circumstances of the complaint, in what ways the principles in the policy have been violated, and the specific remedies the Committee proposes. The Committee can recommend that disciplinary action be initiated, in which case the report of the committee can be adduced as evidence in that action.

The VPA & Provost determines whether he/she accepts the recommendation, implements the recommendation if he/she agrees with it, and informs the parties of the action taken in response to the committee's recommendations.

Within three weeks of receipt of the report of the Ethics Hearing Committee, a formal written appeal can be made to the President of the University, who is supposed to meet as soon as possible with the two par-

ties concerned. Within a week thereafter, the President is supposed to issue a written reply to the appeal to the parties involved and to the Hearing Committee.

Policy 63 (Faculty Grievances)

This policy (approved on Jun. 4, 1985) is meant to provide "appropriate remedies for situations in which a faculty member has been treated in violation of policies or established practices, or, in some substantive sense has been treated differently from others in his/her situation." Who is a faculty member is defined — and there are some academics at UW who are not incorporated in the definition. There are also many exclusions in the kinds of disputes that can be grieved under this policy: promotion and tenure disputes (unless the relevant policy or procedure has been violated), other matters covered by non-administrative appeal procedures including student discipline, dismissal for cause, animal or human research, parking, adjustments to salary scale — and ethical behaviour. This last area falls under the jurisdiction of the Ethics Committee operating under Policy 33.

Under Policy 63, a Faculty Grievance Panel composed of a chair and six faculty members is established by agreement of the presidents of the university and of the faculty association. After a grievance has been submitted to the chair, two members of the panel are appointed to act as Grievance Counsellors for the case. The task of the Grievance Counsellors is to attempt to work out an informal resolution of the grievance or complaint before there is recourse to a formal hearing.

If the dispute is not resolved informally, the grievor files a written grievance, a Hearing Committee is established (consisting of the chair of the Grievance Panel and two other members of the panel drawn by lot). The Hearing Committee is charged with deciding at the outset whether the grievance falls within the policy or whether the grievor has a case. If it declines the case, the Hearing Committee notifies the grievor in writing.

The Hearing Committee is charged with making a complete investigation of the petitioner's grievance and with arriving at a unanimous judgement.

According to the published policy, the Hearing Committee conducts its hearings informally but *in camera* and "with regard for principles of natural justice." It determines its own procedures, except that at all hearings the grievor is entitled to be accompanied by a faculty colleague; the formal process is one of independent, serial testimony (which rules out the presentation of information by agents, such as grievance officers or legal counsel, and eliminates cross-examination); and there are to be no minority reports issued.

When it arrives at a decision, the Hearing Committee issues a preliminary confidential report to the grievor and to the President. The purpose of the preliminary report is for the Committee to comment on the validity of the grievance, on the remedy requested by the grievor and on what the Hearing Committee is proposing, and to allow the President and the grievor to respond to the proposed remedy. After receiving the written comments of the President and the grievor, the Hearing Committee then considers whether to adjust the proposed remedy, and it prepares a final report. The final report then goes to the President and the grievor. The President is responsible for implementing the decision.

There is some background documentation to the policy itself, which informs the policy but is not actually incorporated in it. In this material, it is stated that the grievance procedure "is concerned with unreasonable or unfair administrative practice" (though the policy itself doesn't actually include these as grounds for a grievance); there is a heavy emphasis on the importance of the informal stages of the process — with the suggestion that the Grievance Counsellors should pursue informal discussions of the grievance up through the administrative chain in a quest for a resolution of the dispute; and the approach is seen to be one in which the Hearing Committee makes a "decision," as opposed to a "recommendation."

We are struck, throughout, by the emphasis on collegiality. The model itself is "viewed as a more visible form of collegiality" than relying on a formal review of grievances through administrative channels. There is concern about preserving and maintaining a collegial atmosphere in the university, encouraging reasonable behaviour, using remedial and non-punitive approaches, providing for impartial assistance with resolving disputes, and so on. The whole theme of the policy is that relying on reasonable, sincere and disinterested colleagues should provide ways of dealing with disputes using informal procedures and non-adversarial approaches.

Comments

There are a number of things wrong with these policies.

First of all, they seem to be based on the supposition that it is possible to decide if a complaint or grievance involves ethical or non-ethical components, and on the basis of this determination to send the complaint off to separate committees who have special charge of "ethics" issues and "non-ethics" issues respectively. On the face of it, such a division looks problematic, and in practice, as will become abundantly clear in the present case, the problem of jurisdiction and the need to dice and slice a complaint into its ethical and non-ethical parts is a very real impediment to the resolution of conflicts. (Besides being noted in both reviews of the policies by CAUT, this criticism has more recently been made in an internal UW review of the policies in question.[3])

It has become the practice, we understand, for the two committees to hold joint hearings, but there are no formal written guidelines that say how this is to be done. It does seem that the agreement of all the parties to a dispute has to be obtained before a joint hearing can be arranged, but this is not reflected in the published policies. Even if it were properly encoded in the written policies, requiring that the parties agree to a joint tribunal introduces the possibility that a fair procedure could be blocked by one side or the other for some supposed advantage. This does not seem fair or reasonable.

Secondly, each committee is left to develop its own procedures in each case, with little guidance from the Policies. While there is the requirement that the committees be guided by the principles of natural justice and observe certain basic procedural rules, nevertheless in our view there are very real dangers in requiring people to develop *ad hoc* procedures in the middle of complex and emotion-laden disputes. Even reasonable, fair-minded, and intelligent people can do the strangest things when they or their colleagues are in turmoil, and the most well-intentioned actions (actions that seemed reasonable at the time) can turn out in retrospect to have been muddled, wrong-headed and unfair. That is why collective agreements at other Canadian universities take such care to specify the exact steps that are to be taken in the resolution of grievances, and it is why those procedures are guided by the body of legislation and arbitral jurisprudence that has arisen on these matters. Paradoxically, the policy at UW that deals with student appeals provides for the application of the procedural standards of Ontario's *Statutory Powers Procedure Act* — but these procedural safeguards do not apply to proceedings under Policies 33 or 63, even though proceedings under these latter policies can have extremely serious consequences for the careers of those individuals affected by them. We are unable to see any reasons to justify the University's failure to provide faculty grievors with the same level of procedural protection afforded student grievors.

Thirdly, there are significant restrictions on a complainant's right to counsel. In the Faculty Grievance procedure the complainant can be assisted by a "faculty colleague"; in the Ethics procedure, by an "advisor or representative." The roles of these persons are very unclear, and it is also quite unclear what rights parties have to seek advice. In the present case, we shall see how this lack of clarity served to frustrate the process. From a natural justice perspective, it is very problematic that an appeal body reviewing a serious disciplinary matter can restrict a party's right to use whatever assistance and advice that person deems necessary.

Fourthly, there is great confusion with respect to appeals and how a final decision is arrived at. In the Faculty Grievance policy, a report goes to the President and the grievor, who can comment on the report and the proposed remedies. The policy is imprecise about what happens if the President does not accept the decision of the Grievance Committee, and there do not appear to be any provisions for the grievor to appeal the decision and subsequent actions of the President. The policy itself says it is the responsibility of the President to "implement the decision" of the Hearing Committee, but a recent Provost's Committee says that "faculty grievance hearing committees make recommendations to the President of the University,"[4] and in the present case, a letter from the President James Downey to Professor Westhues seemed to imply that the grievance could be sent back for a consideration by a new Hearing Committee after the Faculty Grievance Hearing Committee that dealt with the grievance had already reported its "decision."[5]

In Policy 33, the Ethics Committee is advisory to the VPA & Provost, and the report of the Ethics Committee goes to that officer, but any appeal is to the President. One wonders what happens if the Committee's recommendation, the VPA's recommendation, or the President's decision on appeal is unsatisfactory to the grievor. While a Policy 33 grievor at UW has the right of appeal to the President of the University, there is no provision for final, independent resolution of disputes if the grievor finds the President's response to his or her appeal unsatisfactory. Equally troubling is the fact that Policy 33 does not appear to specify on what grounds the President must exercise his or her discretion to deny or uphold an appeal. Nor does Policy 33 specify any due-process safeguards in the event of an appeal to the President. The Savage & Mullan report recommended that "the decisions of the tribunal should be final and binding themselves or, as at Queen's University, they should be subject to final and binding arbitration...." (p. 45). That UW continues to sidestep the clear need for a mechanism for the unambiguous and definitive resolution of grievances is simply unacceptable and should be a matter of acute embarrassment to the University. There is nothing in the unique culture of the University of Waterloo that justifies its failure to establish the fair procedures for the resolution of grievances that have found acceptance in the vast majority of Canadian universities, unionized and non-unionized alike.

All of these deficiencies (and others) have been brought to the attention of the faculty and administration at Waterloo on previous occasions. Now again, as we shall see, a case has arisen that demonstrates how far these policies have failed to provide proper and fair procedures for the redress of a grievance — with significant damage to the careers and reputations of a number of parties involved, wittingly or unwittingly, in the dispute, and to the reputation of the University of Waterloo itself.

II.

The Important Events Surrounding Professor Westhues' Complaint — 1993

On Nov. 11, 1993, an oral comprehensive methods examination was held in the Department of Sociology at UW to examine a Ph.D. student under the supervision of Professor Westhues. This was the student's second attempt at the examination, and it is important to an understanding of the case that some background be provided about the first examination.

Two years previously, the student had attempted a written comprehensive methods examination and had been failed by a three-person departmental committee. Some time after having been told of his failure, the student complained that an article that was supposed to have accompanied one of the questions on the examination had not been provided to him, even after he had twice asked a secretary in the department about it. Rather than make a fuss about the missing article, the student attempted an alternate question — a question that he and Professor Westhues maintain was badly worded — and failed the examination. Westhues and the student contested the failure on the grounds of this irregularity, and a great deal of discussion ensued in the department and at the faculty level about what, if anything, could be done. These were not easy negotiations. Professor Westhues and the student argued that the student ought to have been exempted from the examination on the grounds that he already had a doctorate and had written and edited several books, thus demonstrating his competence in sociological methods. His colleagues in the department insisted that this amounted to *ad hoc* special pleading, and that the student should be required to meet the same tests as others in the progtam. Eventually, it was decided that the student's failure would stand, but that he would be given an opportunity for an oral examination, and that for the next examination, one of the examiners would be an academic from outside the department (referred to in the relevant correspondence as an "adjunct professor," and hereinafter referred to as the "adjunct examiner"), who had been nominated by the student and who was acceptable to the department.

There was some to-ing and fro-ing on the selection of the adjunct examiner but finally an examiner satisfactory to the student was selected. Later, both Professor Westhues and the chair of the examination committee, Professor Adie Nelson, reported that the student had told each of them that the student was very pleased by the selection of the adjunct examiner. Not only did the person named share the same qualitative methodological approach favoured by the student, but the student further (apparently) believed that the adjunct professor was a person who once favoured his candidacy in a job competition at another university. That Westhues and the student were also pleased with the selection of Professor Nelson as a member of the examination committee also appears to be a matter of record; Professor Westhues is reported to have asked her to serve on the committee "as a favour to him" if she were asked by the department; he notes in his Feb. 18, 1994 statement of grievances that he "had encouraged (the student) in his choice of Nelson for the committee." The student reportedly told Nelson just before the examination that she had been his "first choice" for the committee. The third member of the committee named by the department doesn't seem to have attracted much in the way of comment.

On the day of the oral, the student did not seem to be especially worried about the examination. The examination itself seemed to go fairly uneventfully. Three hours later, at its conclusion, when he was asked by one of the examiners, the student stated that the examination had been fair. He then reported to Westhues that he thought the examination had gone well, the questions had seemed fair and he thought he had answered them well. Westhues went off to a meeting and the student returned to the examination room to hear the news that the committee had, in fact, failed him — and by a unanimous vote.

After learning that his student had been failed, Westhues angrily confronted Nelson. Westhues' and Nelson's accounts of what was said at this time and in a telephone conversation the following day differ a little. In his statement of grievances Westhues describes these interactions. With regard to the first conversation he says:

"I believe I phrased the question: 'What the hell happened?' Nelson simply said that (the student) had failed the examination and that the vote was unanimous.

"I did not raise my voice not call Nelson names nor even express any particular hostility to her. I was, however, overcome with shock and anguish. With the intense emotion I quite honestly felt. I told Nelson the system was evil: 'I'm not saying you're evil, Adie, but the system is.' I told her that she herself with her qualitative orientation to research, would not have gotten through the Ph.D. progtam here. I do not remember exactly what Nelson said in response. Whatever it was, it let me know that she had followed (the adjunct examiner's) lead in arriving at the decision to fail. I said that somebody must have gotten to him. I had the clear impression from Nelson that she would not have voted to fail the examination had it not been for the way (the adjunct examiner) had structured the decision-making process afterwards. 'But you made it unanimous, Adie,' I said. She looked at me kind of helplessly...."

Nelson's account of these events is in her letter of Nov. 14 to the department chair. Nelson says of the first argument:

"I was extremely upset by Professor Westhues' comments and with the intensity with which they were delivered. As you might expect given that I am a junior, non-tenured member of the department, it was intimidating to be yelled at and accused, by a full professor and former chair of the department, of contributing to 'evil,' to hear Professor Westhues voice his opinion that I never would have gotten my Ph.D. by the criteria used to evaluate (the student), and state his belief that the failure on the examination attested most fundamentally to my inadequacies as chair of the committee and the department's hostility towards (the student). At no time did Professor Westhues entertain the idea that (the student's) performance on the examination could have been responsible for the decision of the committee...."

The following day, Professors Westhues and Nelson talked on the telephone. Professor Westhues reports:

"... I wanted to speak with her, but after simply walking away from her the day before, I wanted time for a long enough conversation to reach at least some kind of understanding, despite our different positions and attitudes with respect to (the student). But here she was on the phone, so I told her I was sorry for yesterday's upset. Then she said, 'How is (the student)?' The accent was on the how in her question, and her voice seemed to have a tone of condescension and self-righteousness. I lost my temper. Nelson would later report what I said more precisely than I can even now, so I quote from her report: 'How the hell do you think the man is? What do you want me to tell you, Adie? That the man is okay? Well, the man isn't fucking okay. Do you want me to tell you that I'm afraid the man is going to have a fucking heart attack?'

"My outburst provoked Nelson into an angry defense of having failed (the student).... Nelson called herself a 'good Catholic girl,' and insisted that she had done nothing more or less than apply the four criteria stated in the department's study guide for the methods comp. In reply, I asked her if she had seen the Paul Newman movie, in which he, as a lawyer, tells a jury, 'You are the law.' My point was that as an examiner in a Ph.D. program, one should not mechanically apply any criteria, but instead those high elusive, intellectual standards that enable one to recognize excellence.... My most regrettable comment in that telephone exchange was that she herself ought not to feel overly secute in the department whose rules she had applied so faithfully. It was an insensitive thing to say to a junior, as yet untenured colleague, and I realized that instantly by her reaction. She eagerly began asking exactly what I meant, as if she was terrified at the prospect of losing her job.... I told Nelson, nonetheless, that her stock in the department had probably risen as a result of her having failed (the student)...."

Of this discussion, Nelson says:

"I was extremely upset by Professor Westhues comments and by his tone of voice; it has been over ten years since I received my Ph.D. and began teaching and I have previously taught at two universities and one community college. During this entire time I have never been spoken to in such an unequivocally rude and hostile way by a colleague.... I did not feel that being (the student's) supervisor in any way entitled Westhues to adopt this abusive bullying manner. I became enraged and yelled back at him that I did not deserve to be screamed at and told him 'how dare you speak to me in that way.' I informed him that I resented being blamed for (the student's) failure on the examination.... I told Professor Westhues that whether or not (the student) personally favoured quantitative methods and statistics, he still had to demonstrate his competency in these areas even if he chose never to utilize these methods after he graduated....

"...Professor Westhues did see fit to inform me that while he 'respected' me as a colleague, I was ill-regarded and viewed as marginal by the rest of the department. In short he suggested that the department regarded me in much the same manner in which (the student) was supposedly viewed — with dislike and hostility — although, he commented, the intensity of the department's negativity towards me had probably been dissipated somewhat by my serving as chair of the committee that had failed (the student) in his second attempt. I asked Professor Westhues to tell me on what basis I was so disliked. He responded that it was the opinion of the department that I was 'not professional'...."

Almost immediately following the examination, Professor Westhues and the student began a number of actions to contest the result. The department chair, Professor Ron Lambert, made a number of unsuccessful attempts to meet with Westhues and his student. Westhues wrote Nelson a letter, seeking explanations for several of the actions which the student alleged to have occurred, sending similar letters to the adjunct examiner and to the department chair. He did not write the third member of the examination committee. Westhues and the student made several requests for the audiotapes of the examination. (The examination was audiotaped, apparently so that the tape could be made available to the student in case of a formal appeal — but this rationale for taping the examination was disputed by some of those involved in the examination process soon after its completion.) These requests for the audiotapes were either ignored or refused until mid-January 1994, by which time the student had left the program — his request for a formal review of the exam having been denied by the Dean of Arts, his request to register as an inactive student having been denied by Graduate Studies, and his funding having been cut off when he did not register. The student could have continued his registration as an active student, and he could have appealed the Dean of Art's ruling on his request for a review, but he chose not to do so.

Nelson was distressed by her exchanges with Westhues: nor only was her handling of the examination challenged in an aggressive and dramatic way, but she was told by Westhues, a senior member of her department, that she ought not to feel "overly secure" about her tenure prospects. This was especially disturbing to her because she believed that Westhues' support had been critical when she had applied for her position in the department; she believed that losing his support would seriously compromise her chances of receiving tenure. She discussed these events with her husband and subsequently with the chair of the department. The chair requested that she put her account of these events into writing, and she did so on Nov. 24 in a lengthy report that described her view of the circumstances leading up to the examination, the conduct of the examination itself and the interchanges between herself and Westhues.

Westhues learned of Nelson's report on Dec. 6, in a conversation with Professor Roman Dubinski (chair of the FAUW Academic Freedom and Tenure Committee) whom Westhues had asked to intercede with Lambert with a view to obtaining the tapes of the examination. Dubinski also reported to Westhues that Lambert was contemplating disciplinary action. Lambert declined to meet with Westhues and Dubinski, stating that he intended to call Westhues before the department's Graduate Committee.

Only on Dec. 10, after requesting the Dean of Arts to exert some influence on Lambert to release Nelson's report, did Westhues obtain a copy of Nelson's letter from Lambert. In the accompanying letter from Lambert, Westhues found that new allegations had been made about him — that he improperly attempted to influence the outcome of the examination by having contact with the adjunct examiner, and that he had exerted pressure on Nelson a week prior to the examination by contacting her and inquiring whether the examination was going to be a "set-up job." In this letter, Lambert required Westhues to attend a meeting, now with the members of the department's Promotion and Tenure Committee, and informed him that if he refused to attend, Lambert would ask the committee to proceed in his absence.

In his reply to Lambert on Dec. 13, Westhues declined to meet with the members of the Promotion and Tenure Committee, giving as reasons his belief that the meeting was improper and not sanctioned under the policies of the university. In his letter he offered an explanation of his contact with the adjunct examiner, and an explanation and apology to Nelson for his actions towards her:

"... I did indeed address her angrily, reproachfully, and offensively. That was in the initial shock of my discovery not only that (the student) had been failed on the examination, but that she, as chair of the examination committee, had shown less breadth, strength, and independence of judgment than I had expected. I do not recall screaming at her, in the sense of raising my voice, and I believe I blamed the 'system' and myself rather more than her, but there was intense anger and anguish in my voice and manner, and she is justified in having taken offense. Being aware of my offense to her, and thinking my anger had subsided, I telephoned Nelson the next day to apologize, as she notes in her report, but when she inquired about (the student) in what seemed to me a patronizing tone of voice, I am afraid I lost my temper all over again and shouted at her over the phone, using the expletives she attributes to me, and provoking her into shouting back. I had not realized the extent to which she is, in her words, 'a good Catholic girl.' I did not intend to intimidate Nelson, and anyway I lack resources with which to do so.... But I am guilty of misjudgment, insensitivity, and rude behaviour to a colleague, especially in the exchange over the telephone. Adie Nelson deserves an apology from me, and I am pleased to set it down in writing."

Westhues sent copies of this letter, along with Lambert's letter to him, to Nelson, the four members of the department's Promotion and Tenure Committee, to Dubinski, and to the Dean of Arts, the Associate Provost for Academic Affairs, and the President of the University.

On that same day, he also sent a letter to Nelson. It reads in part:

"I received last Friday afternoon a copy of your report to Ron, along with a letter describing the actions he intends to take. That letter is enclosed, along with a copy of my reply.

"The apology I offer you in that letter is sincere. I had no right to speak so angrily to you. I think the reason I did so is that some-

how or other I had formed a wrong impression of the kind of sociologist and professor you are. It never occurred to me that, in the kinds of questions you would raise and the judgments you would make in (the student's) methods examination, you would simply follow the criteria of evaluation that have been commonly applied in our department for the methods comp. I thought you would apply higher and broader standards.... The reason I expressed anger at you, but would probably not do so at (the third member of the examination committee) is that I have never gotten the impression that (he) has a feel for 'higher and broader standards' anyway, so his action at the... examination didn't really surprise me.... I suppose that in those two conversations, I still imagined that we were, so to speak, on the same wave length, and thus spoke more freely than I would, say, with Ron (Lambert) or with (the third member of the committee)....

"... Adie, once again, I am truly sorry for the grief I've caused you."

Westhues closed with the comment that he hadn't sent copies of this letter to anyone, but indicated that Nelson might wish to do so.

These attempts at an apology did not sit well with Nelson or Lambert since they cast further aspersions on Nelson's competence and integrity and added criticism of the chair of the department and the third member of the examination committee. Nelson did in fact show Westhues' letter to Lambert, and, in time, to others in the department. She also wrote to Lambert, stating that she found Westhues' letter "extremely insulting," and that it provided another example of "the type of sanctimonious bullying, and uncollegial behaviour" that she had previously complained of. She stated that she would no longer "view any apology tendered by Professor Westhues to be meaningful," and asked Lambert to inform Westhues that in future she would communicate with him only through Lambert's office.

Under some pressure from Dubinski, Lambert agreed not to convene the meeting he had contemplated. He did, however, protest to Dubinski that university policies required him to "consult" on these matters, and that he was not quite sure how to proceed.

On Dec. 17, Westhues received a six-page letter from Lambert which reiterated the charges contained in his letter of Dec. 10, and added another one, that Westhues "has created in the department the 'chilly climate' that women academics sometimes deplore." Lambert also reported to Westhues Nelson's reactions to his apology.

The next day, Dubinski reported to Westhues that Nelson's letter to Lambert was circulating around the department, along with other correspondence on the matter. Dubinski, Westhues and Lambert met on Dec. 20 but failed to resolve anything. At this meeting Lambert let it be known that he was thinking of suspending Westhues from graduate work responsibilities.

At this point, we have Westhues (a full Professor) who is extremely angry about the failure of one of his students and has expressed his upset in no uncertain terms to Nelson (an untenured Assistant Professor). He has attacked her competence, and given her reason to believe that her tenure is in jeopardy. She has complained to the chair, who has asked her for a written report. Westhues has written apologies which only give further offense. Everyone is furious; they've written it all down and circulated it around the department (with bits of it reported up the administrative ladder). The department chair, who himself has come in for a few unflattering comments in Westhues' letters, is contemplating disciplinary action. He knows that he's supposed to consult about this, since university policy tells him so, but isn't sure quite whom to consult. The Faculty Association has been invited into the fray by Westhues, and has initiated several actions on his behalf — to the annoyance of the other parties, who feel that it is improper for the Association to represent the interests of one member of the Association over another.

The dispute worsened significantly in the New Year.

1994

The evidence that something serious had happened was in Westhues' mailbox when he returned to campus following the Christmas break. This was in the form of a letter, dated Dec. 20, and signed by four of his colleagues, addressed to Lambert (with copies to Westhues, Nelson, the FAUW, and five officers of the University). The letter made a series of allegations concerning the propriety of Westhues' conduct as a Department member extending back in time.

The letter reads in part:

"... (We) recommend that Ken Westhues immediately be removed from all duties and obligations associated with the graduate program and that this condition remain in effect for a period of 5 (five) years. We do not propose that this ban be automatically lifted after a five year period, but rather insist that Ken Westhues not be eligible for reconsideration of these duties until at least five years have passed, during which time he would have the opportunity to show members of this department (the people who have to work with him on a day to day basis and who have to face these problems in a direct personal manner) that he is endeavouring to become a good departmental citizen...."

Three days later, a copy of another letter to Lambert arrived in Westhues' mailbox — this one signed by a further seven members of the department. The second letter was copied only to Nelson and Westhues, and he received his copy on the day it was written.

The letter focused exclusively on complaints about Westhues' treatment of Nelson in regard to the examination and his activities on behalf of his student, but in unequivocal terms called his behaviour "exceedingly offensive breaches of the university's norms directed at making this an environment where faculty can exercise their duties, including academic judgments without interference, intimidation and abuse from other faculty." Some of the correspondence between Nelson, Westhues and Lambert is discussed:

".... Nelson's memorandum describes behaviours of abuse and intimidation Westhues directed toward her and indicates how he tried to interfere with her performing her duties before and after the recent comprehensive examination.... Westhues' letter to Nelson acknowledges the abusive and interfering behaviours, attempts to excuse them in terms of Nelson's failings, and directs still further abuse at Nelson....

"We are appalled to see that Westhues' letter clearly shows that, with some time for reflection since the last two episodes of misconduct, he does not see his behaviours as particularly serious and that he continues to abuse Nelson..."

The letter concluded with another call for "substantial" sanctions, including the recommendation that his duties in the graduate program be cut back for a significant period.

Now, all but one of the members of Westhues' department are in print condemning his behaviour in extremely strong terms, and eleven have recommended severe sanctions. The first group has placed its call for discipline in a context where it alleges a pattern of misconduct extending back in time and towards others besides Nelson; but the second group has restricted its condemnation of Westhues to the interactions around the examination and his disagreements with Nelson.

Professor James Brox, president of the FAUW, in a letter written to the first four petitioners on Dec. 22, criticized their action in condemning Westhues without giving him a chance to defend himself, and urged that it would have been appropriate for them to call on the chair of the department to "relieve the frictions" in the department, or if they were dissatisfied with this, to resort to Policy 63. They replied that they were disappointed that he had not "exhibited" more concern with the problems they alleged that Westhues had generated, and that they failed to see how their letter was improper.

What Westhues and the FAUW did not know (they were not to find out until late March) was that on Dec. 17, a meeting was held outside of the department attended by a number of his colleagues. Lambert wasn't there, but Nelson was. At that meeting, the correspondence between Westhues, Nelson and Lambert was discussed. It was out of this meeting that the two letters to Lambert arose.

Disciplinary Action

On Feb. 14 Lambert took formal action. He wrote a lengthy letter to Westhues, reviewing three complaints about his conduct: first, that he improperly contacted the adjunct examiner; second, that he attempted to influence the outcome of the student's examination by subjecting Nelson to undue pressure both before and after the examination; and third, that his behaviour towards Nelson had been demonstrably uncollegial.

Three sanctions were imposed on Westhues:

- the letter of reprimand was to be placed on his personnel file, "to serve as a warning that more severe sanctions may be required, should there be a recurrence of the offending behaviour."
- he was told he would not be assigned any further graduate responsibilities in the department until Jul. 1, 1998, at which time he could reapply for resumption of these duties.
- his unsatisfactory conduct would be reflected in his performance review in the areas of teaching and service for 1993.

Westhues was told that he could continue to work with the students whose dissertations he was currently supervising, but he chose to resign from these responsibilities, explaining to the students that he did not feel it was in their interest for him to continue working with them, given the lack of support there was for him in the department.

For the record, it is important to state that nowhere in the documentation that we have received at CAUT is there any indication that Westhues had previously been subject to disciplinary action or even formally accused of any misbehaviour.

Westhues Files a Grievance under Policy 63

On Jan. 24, Westhues filed a grievance against Lambert and the eleven others who had signed the letters to the chair.

Following the disciplinary letter, this statement of grievances was modified to reflect Lambert's action. Westhues charged that the respondents had acted outside of university policy and that they had "conspired, without due process and without just cause, over a period of roughly two and a half months, to do serious damage to my work and career, by expelling me from our Department's graduate programs and in general subjecting me to their collective degradation."

Westhues does "acknowledge (his) own misconduct," "his intemperance in... words and manner," and in "in crossing the line... between desirable argument and reprehensible personal attack," but he asserts that this kind of thing "happens all the time." He points to a furious argument in the presence of the Dean of Graduate Studies, where Westhues alleges he was "lambasted at length in a most hateful way" by Lambert and another colleague, without either one of them being penalized in any way.

This second statement of grievances was acknowledged on Feb. 24 by the chair of the Faculty Grievance Committee, who stated that "the investigation of the concerns raised by your latest set of documents may properly begin under Policy 63" and noted that he had "consulted with (the chair) of the Ethics Committee, since I have to consider the possibility that our Panel may need advice or assistance from that Committee." Two Grievance Counsellors were appointed and began the work of contacting the respondents and attempting to facilitate an informal resolution of the grievance.

The next month was taken up in this activity and in further discussions and correspondence with the chair of the Grievance Committee. Even though Nelson was not formally named as a respondent in Westhues' grievance, she was extensively discussed in the grievance documents, and Westhues agreed with the chair that she should be informed and sent a copy of his grievance.

The "Dear Gail" Letter...

While all this was going on, Westhues had a conversation about his situation with a former student, now a faculty member at another Ontario university. They agreed on a course of action, which would expand the dispute outside of the university's walls.

On Mar. 15, Westhues wrote her what has come to be known as the "Dear Gail" letter. In this carefully constructed document (six pages, single-spaced, complete with headings on the various sections) Westhues describes his view of the events of the past few months. In the letter, Nelson is thinly disguised as "a young feminist woman (I will call her Jane Jones) whose appointment I had strongly supported in 1990." The adjunct examiner is called the "senior member" of the committee. Westhues reviews his attempts to apologize, admittedly in a "qualified" way. He says that he was "led to conclude that it had been unfair not only to the student but to Jones that she, an inexperienced, untenured Assistant Professor, had been appointed to chair the examination." He asserts that "(t)he fact remains that apart from my rudeness to Jones over the telephone, I have not done anything outside of university policy or standard academic practice. And for the rudeness I have apologized."

He refers to "conspiracy," "lynch mobs," "mob actions," "herd instincts" and "witch hunts." All of it is placed in a context where the department's actions against Westhues are defined as a "pretext for purging the depart-

ment's graduate programs" of Westhues because his theoretical orientation is at odds with the approach of his colleagues, who do not define sociology as "broadly" as he does.

"Gail" sent this letter to "Colleagues and Friends of Ken Westhues," along with her own covering letter, expressing her view that the penalties imposed on Westhues were "draconian," and urging her readers to express their support of Westhues in letters to the President of UW, with copies to Westhues as a "morale-booster." Later, in evidence given to the Ethics Committee, Westhues acknowledged that he fully expected that "Gail" would disseminate this letter to a list of Westhues' colleagues outside the university.

A few people at UW were included in this mailing but the other parties directly involved in the dispute only learned about it second hand.

Westhues' complaint was picked up, too, by John Fekete who devoted a chapter to it in *Moral Panic: Biopolitics Rising*. In Fekete's book, Nelson is directly named and — among other less flattering characterizations — she is described as a "feminist powerhouse" who "rushed" to the attack when Westhues criticized her. Fekete's description of this dispute seems to be based entirely on Westhues' accounts; Nelson and Lambert have stated that no other member of the department was contacted by Fekete in preparing his account of the events at UW.

Nelson Files an Ethics Complaint

As the Grievance Counsellors wound down their unsuccessful efforts to resolve the dispute, and just as Westhues was preparing to move to the formal process, he was informed at the end of March that Nelson had filed a complaint under Policy 33:

"My complaint is that Professor Westhues attacked my personal integrity beginning with my work as chair of a Ph.D. comprehensive examination committee, which evaluated the competence in sociological methods of one student.... Professor Westhues' conduct towards me, which has included verbal and written assaults upon my personal integrity, my status as a scholar, and my role within the department, has gone far beyond the bounds of proper and allowable behaviour.

"... In Professor Westhues' Statement of Grievances...(he) acknowledges his earlier misconduct towards me... he also continues to impugn my character in this document intended for receipt by most members of my department, among others..."

By way of remedy, Nelson sought:

1. that the ethics committee order that Westhues should cease his attacks on my competence and character immediately, and inform him that he must not interfere with the exercise of my academic duties again;

2. that the original sanctions put forward by Professor Lambert be ordered to stand;

3. that the grievances laid against my eleven departmental colleagues and my chair by Professor Westhues, be set aside as vexatious;

4. that these matters be expedited as quickly as possible and forever more laid to rest.

In an extraordinary case, we have yet another extraordinary development. It's extraordinary — not because of what Nelson says, which is pretty much what might be expected — but because it appears in the forum of the Ethics Committee.

Why is it here? Why isn't this before the Faculty Grievance Committee, where it could be entered quite properly as evidence by Lambert in defence of his disciplinary action? Why is Nelson asking the Ethics Committee to quash Westhues' grievance?

Part of the answer appears to lie in a letter that Nelson wrote, on Mar. 2, to the chair of the *Faculty Grievance Committee*. In the first paragraph of her submission, she says, "Further to our conversations of Feb. 25, please allow this... to serve as a formal statement of grievance... *under University of Waterloo Policy No. 63*." (Emphasis added.) (Feb. 25 is one day after the chair of the Faculty Grievance Committee has acknowledged receipt of Westhues' second statement of grievance and begun processing it.)

What happened subsequently is somewhat unclear. It appears that the chair of the Grievance Committee, either alone, or with the concurrence of the chair of the Ethics Committee, had taken the decision to refer Nelson's complaint to the Ethics Committee. It does not, however, seem that either chair acknowledged in print that this re-routing of Nelson's complaint had occurred.

The Ethics Committee informed Nelson they could not do anything about quashing Westhues' grievance or maintaining Lambert's discipline of him — since those matters were before the Faculty Grievance Committee. But they did say that they might be able to do something about the first remedy she had requested.

Having made the decision to accept Nelson's complaint, the Committee had to draw careful distinctions in order to review the matter within the confines of Policy 33. In its final report, the Committee said that its enquiry "was about the professional relationship between the Complainant and the Respondent. It did not extend into an enquiry of the oral examination itself, nor did it involve a review of what might have happened in recent months between other faculty members... and Dr. Westhues, or between his Department Chair and Dr. Westhues. While the Committee considered it relevant to consider some evidence of motive for actions, it was not prepared to extend the enquiry to matters beyond its jurisdiction."

Thus, the fact that Westhues had already been severely punished was set aside because the Committee decided that it could consider only the ethics of Westhues' behaviour in isolation.

The Ethics Committee then proceeded to assess the question of whether Westhues' behaviour was unethical. After examining the various versions of Nelson and Westhues' arguments, reviewing Westhues' statement of grievances, and considering the "Dear Gail" letter — which had now become known and incorporated in the complaint — the Committee arrived ineluctably at the conclusion that Westhues "was in violation of Policy 33. His behaviour constituted an attack on the Complainant's competence and character... an attack on (her) security (amounting to) interference with her ability to perform her academic duties."

Having come to this conclusion, the Committee, in conformity with its mandate, had to make a determination about what might be an appropriate remedy — and added a further and onerous penalty to the severe punishment already imposed. The Committee's principal recommendations were that Westhues be required to accept the Committee's findings and that he be required to write an apology. This apology, to be vetted by the Committee, should be published in the UW *Gazette*, and sent to the recipients of the "Dear Gail" letter. Westhues had to "cease — privately and publicly — from making any further attacks, directly or indirectly, upon Professor Nelson." But he could still present his case "in a legitimate and truthful way" to the Faculty Grievance Hearing Committee. Finally, the letter of apology should be published on the Internet.

Whatever one makes of the Ethics Committee requiring Westhues to apologize — when he had already attempted to do so, and when Nelson had categorically stated that no further apology would be accepted — it has to be recognized that a coerced public apology is a very severe sanction that is extremely rare in labour law. The additional requirement that the apology be broadcast on the Internet makes this an extraordinarily onerous punishment — a punishment that is unparalleled in the experience of the Academic Freedom and Tenure Committee. Adding new sanctions, without considering the appropriateness of the administrative sanctions already imposed, also seems to the Academic Freedom and Tenure Committee to be peculiar and unfair.

While it is not entirely clear what the Ethics Committee had in mind, the requirement that Westhues "accept" the Committee's findings and that he cease, publicly and privately, from any further attacks on Nelson, also seem to go far beyond the range of discipline usually seen in such cases. While it might be appropriate for such a Committee to attempt to control public attacks against a faculty member, it seems that the Ethics Committee was infringing on purely private matters (though this might not have been their intent) that in normal circumstances surely should remain beyond the control of the University. In extreme cases, for example a pattern of continuous and persistent harassment, such remedial action might be appropriate. However, the facts of this case do not appear to meet that description. In any case, these matters soon became moot, given what happened next.

Westhues Complies with the Committee's Recommendations

After the VPA & Provost (Professor Jim Kalbfleisch) wrote to Westhues, saying that he accepted the recommendations of the Ethics Committee, Westhues replied that "out of respect for the university" he would comply to the best of his abilities, "notwithstanding (his) most grievous objections to the proceedings recently concluded under Policy 33," thereby in effect waiving his right to appeal the VPA's decision to the President.

Westhues enclosed a statement of apology and gave an undertaking to "conduct (his) relations with Professor Nelson in accordance with university policy and standard norms of civility and collegiality." Westhues further agreed to send a copy of the apology to everyone he knew to have received the "Dear Gail" mailing. He indicated that he was aware of the time limits governing a possible appeal to the President of the University.

Kalbfleisch agreed that that would be acceptable, but asked Westhues to give him a list of all those to whom the letter of apology was to be written.

Draft letters of apology went back and forth between Westhues and Kalbfleisch and the Ethics Committee. Nelson was not consulted by the Ethics Committee about the wording of the apology. Finally a draft was agreed to and Kalbfleisch said that he would have it published in the *Gazette* and posted on the Internet. "It is my understanding that you will send a signed copy to everyone whom you know to have received your letter of Mar. 15. A listing of those individuals will be sent to me."

The Letter of Apology

Westhues sent out the letter of apology that he had been required to write, as agreed. But he accompanied it with a two-page cover letter thanking his colleagues and friends for all their letters and other gestures of support, complaining at length and passionately about the ethics process, and reviewing his objections to the findings of the committee (at least some of which had been modified by Kalbfleisch). He asked his readers to indicate whether he could turn their names over to Kalbfleisch. He reiterated his claim that "the fact remains that except for speaking harshly to a colleague, I have done nothing contrary to university policy or standard academic norms, certainly nothing to warrant the disbarment from graduate teaching officially imposed on me."

Kalbfleisch's Response

Kalbfleisch discovered from a third party how Westhues had distributed his letter. Kalbfleisch phoned Westhues and told him that he had violated his agreement and had spread further misinformation about the case. After consulting with the chair of the Ethics Committee and briefly informing Nelson, Kalbfleisch wrote an open letter to the UW community reporting his view of the case and the findings of the Ethics Committee. The open letter and the report of the Ethics Committee were subsequently published in the UW *Gazette* and on the Internet.

In response, Westhues wrote a letter to Kalbfleisch on June 12 which angrily criticized Kalbfleisch's actions, reiterated his view of his interactions with Nelson, and objected to the requirement that he give Kalbfleisch a list of the recipients of the "Dear Gail" mailing.

"I cannot imagine a more total form of capitulation you could demand in the present case than a mailing list of my colleagues and friends, for the purposes of sending them a false and defamatory report of the Ethics Committee. To accede to your request would make me a party to libel against myself. By your open letter to the *Gazette* and by publishing the Ethics Committee report, you have already done me unspeakable injury. Your action is without precedent in the history of our university, possibly without precedent in Canadian academic life."

Whatever one makes of these objections, it must be noted that Westhues had indicated through his actions that he was willing to comply with Kalbfleisch's requirements, and he did not exercise his right to appeal the judgment of the Ethics Committee.

The Grievance Hearing Committee Resumes

Once the proceedings of the Ethics Committee had come to an end, the Grievance Hearing Committee took up its work.

The Committee held a couple of hearings, which were preoccupied with matters of procedure. The substance of Westhues' grievance was never considered by the Committee.

The first procedural issue to occupy the Committee's attention arose when Lambert insisted on the right to call Dubinski as a witness. Dubinski and Westhues argued that Dubinski should not be required to appear as Lambert's witness, since he had only ever acted as Westhues' "colleague/advisor" in the case. The Committee agreed with Lambert

and ruled that Dubinski should make himself available in this way.

In response, the President of the FAUW, Professor James Brox and the VPA & Provost held a meeting, and asked the chair of the Hearing Committee to meet with them. The chair defended the Committee's ruling, but Brox offered a contrary legal opinion from CAUT that supported Dubinski's and Westhues' view of the matter. The Committee then reversed its ruling. However, Lambert continued to insist on his position.

The Committee also had to deal with issues of confidentiality. The Committee took the position that each party ought to be able to discuss the case with legal counsel and with their colleague, but with nobody else. Lambert indicated that he was willing to abide by this ruling. Westhues and Dubinski stated that while they would agree not to publicize material from the hearings, they reserved the right to consult as they saw fit. Lambert objected that permitting the possibility of wider consultation might impair his ability to make his case, because witnesses might be reluctant to appear. (He had by this time consulted with the Associate Dean and the Dean of Graduate Studies, the Dean of Arts, the Associate Provost, the University Secretariat, the university's legal counsel, the FAUW, and a retired member of the department, as well as receiving the submissions from his eleven colleagues.) To the end, the Grievance Hearing Committee insisted that Westhues and Dubinski agree to abide by a statement on restricted consultation that the Committee had developed.

There was a further disagreement over the statement of grievances. Following discussions with FAUW and the chair of the Grievance Committee, Westhues had agreed to remove his eleven colleagues as respondents. His grievance, nonetheless, still contained references to a conspiracy between Lambert and the eleven members of the Department who had signed letters to Lambert. One of those members had threatened legal action unless these references were withdrawn. In addition, the Committee — even though it had accepted that Westhues had a valid grievance under Policy 63 — requested that Westhues specify in writing, before anything was discussed at the hearings, how each and every one of his specific allegations or charges related to the possible grounds for bringing a grievance under Policy 63. Westhues' position was that he could not understand what further clarification the Committee really needed in advance of discussing his allegations at a hearing.

The CAUT Academic Freedom and Tenure Committee believes that this dispute marks a critical failure of the process; in our view the Faculty Grievance Committee should have heard the grievance. Even if the Committee believed that certain parts of the grievance were not well founded or were beyond its jurisdiction, it should nevertheless have heard submissions on these issues. Even if it declined to proceed further with those parts of the grievance, it should not have refused to hear and rule on the remaining portions of the grievance that were within its mandate.

Finally, on Jul. 18, Westhues wrote the committee to say that they could treat his grievance in any way that they thought appropriate, but that he would no longer attend hearings unless requested to do so to answer questions or to give "serial and independent" testimony in strict accordance with the published terms of Policy 63.

The Committee decided that Westhues' response made it impossible for them to proceed, and on Jul. 21, they wrote the parties indicating their intention to stand down.

Again, the Committee's refusal to proceed was, in our view, in error. In discipline cases, the onus of proof is on the administration to make its case. Thus, the Committee could have proceeded to hear the grievance, calling upon the administration to make its case against Westhues, and leaving Westhues to reply within the formal procedures of the Committee as they were published at the time. At least the merits of the administration's case would have been heard and Westhues would have had the opportunity to address their case against him. He might not have been satisfied with the outcome, but he could not have argued that the Committee refused to grant him a hearing, nor that he was deprived of an opportunity to address the administration's arguments.

A month of efforts to restart the hearings followed. The Committee outlined seven conditions, agreement with which was made a precondition for the resumption of hearings (including the requirement for restricted consultation and the requirement for further clarification of the written grievances). The Committee noted that when they expressed concern that several of Westhues' complaints appeared to involve questions of ethical behaviour, Westhues replied that every single one of them could be viewed in this way. The Committee "wondered" whether Westhues wished to re-position his grievance before the Ethics Committee. No agreement was reached on anything and on Sept. 6 the Committee *formally* stood down.

A preliminary report from the Committee was issued on Nov. 7. Westhues objected that the report had no standing since the Committee had not considered the substance of his grievance. The Committee disagreed and filed a final report on Nov. 25. Four "recommendations" were included:

- that no action be taken on Westhues' grievance until he clarified the grounds for them as specified by the Hearing Committee,
- that no action be taken under Policy 63 until Westhues rewrote his grievance to include only Lambert,
- that no action be taken until Westhues and his "academic colleague" agreed to the Committee's rulings on confidentiality (i.e. the ruling restricting their right to consult), and
- that those responsible for any continuation of the case be provided with a copy of the report.

Finally, on Nov. 29, 1994, President James Downey wrote to Westhues to say that he accepted the recommendations of the Grievance Committee and indicated that Lambert's disciplinary measures would stand.

Downey stated that he believed that the conditions set down by the Grievance Hearing Committee were reasonable, and that he saw no reason for another Hearing Committee to consider the case.

Downey did however offer to engage a mediator to assist Westhues and his departmental colleagues to effect a reconciliation. Westhues pronounced himself ready to accept mediation.

Attempts to Introduce a Mediator Fail

There followed a year of efforts to obtain the agreement of the department to engage in a process of mediation. Don Savage, on the instructions of the CAUT AF&T Committee, was an active participant in this process. None of these efforts met with success. At least part of the reason that attempts to bring about mediation failed has to be traced to Westhues' request, on Dec. 14, 1994, that the Senate Executive investigate complaints from former students and faculty about the past treatment of women in the department. These complaints, "contained in letters from seven respected female professors" were actually drawn from Westhues' copies of letters sent to President Downey in response to the "Dear Gail" mailing.

President Downey asked Westhues to withdraw his request for an investigation because Downey was concerned about the effect that moving ahead with his request would have on efforts to resolve Westhues' complaint, and Westhues did so. However, President Downey then provided assurances to the Senate Executive that the matter *would* be investigated and asked the Dean of Arts to implement such an investigation. A committee was established to review "*only* the current opportunities and impediments for women in the department of sociology" using procedures that would keep "all conversations and written submissions... in strictest confidence." The committee surveyed all the women sociology majors, interviewed all the women in the department who were willing to talk to them, and reviewed written submissions from anybody who wanted to write in. The committee submitted its report to the Dean of Arts on May 9, 1995.

The report was supposed to "clarify matters" for Westhues, the department and the Senate, but Westhues did not see a copy of the report for a month after it was filed, the department did not get to review the report until the end of September, and Westhues' requests for a personal copy of the report were also denied until then.

These delays in releasing the report can be largely attributed to the fact that the authors of the report apparently by themselves decided that the *entire* report should be treated as confidential. When the report was given limited release within the department, it was seen that the authors had cleared the department of suspicion. The authors also passed along in their report some criticisms of Westhues they had picked up in their investigation for his continuing to press his case.

It is clear that Westhues' request for an investigation sparked resentment in the department and provoked at least some administrators to the view that Westhues was not really interested in mediation. In any case, no one apart from Westhues, at any level of the University, was willing to have a mediator discuss the disciplinary measures that had been taken against Westhues, and with that subject ruled out of discussion, there appeared to be little that mediation might accomplish. Only a few members of the department were willing to meet with a mediator, while most appeared to believe that achieving Westhues' "reconciliation" with the department could be achieved without the services of a mediator. Some, indeed, believed that too much time and energy had been consumed by the matter already: they said that they were quite prepared to treat Westhues in a collegial fashion, and in their view, it was up to Westhues to reciprocate these efforts. President Downey knew of these objections to mediation in June, but there was no subsequent discussion of the mediation proposal until Sept. 6, 1995, when he wrote to Westhues to indicate that he would not appoint a mediator given the lack of support in the department.

III.
Commentary

We have concluded that Westhues was not fairly treated in the course of the disciplinary action taken against him at the University of Waterloo. In particular, we believe that the process of handling his grievance was flawed, as a result of which his case was not properly heard or resolved. We also believe that the University's resort to the use of publicity against Westhues was unfair and inappropriate.

The Process of Handling Westhues' Grievance

We see little practical point in detailing every error in the procedures used to handle Westhues' grievance. Suffice it to say that the CAUT AF&T Committee believes that the evidence in this report points to a seriously flawed process, *the effect of which was to deny Westhues a considered, fair hearing of his grievance.*

From the very beginning of this affair — from Lambert's uncertainty about how he was supposed to consult about disciplining Westhues, to the report on the treatment of women in Sociology — a recurring theme has been that nobody knew what they were supposed to do, how they were supposed to do it, or what the rules were supposed to be.

The process followed by the chair of the department in imposing disciplinary sanctions was very badly flawed. In very great measure, this was due to the unclear procedures the chair had to work with. The delay in imposing discipline allowed matters to escalate out of control, with no one having any clear idea what, if anything, should or might happen in a situation that clearly was provoking considerable discussion in the department. Neither Nelson's report nor Westhues' replies should have been distributed to the department; that they were broadly distributed and discussed ensured that the controversy would get out of hand. With clear, fair procedures in place Lambert and everyone else would have known what consultative mechanism should have been employed, and what further processes should then have followed.

In this dispute, Policies 63 and 33 set the stage for the enactment of a process in which a principal concern was how the dispute or parts of the dispute should be categorized, and who should deal with which bits. Nobody would — or perhaps could — tackle the whole problem. So it didn't matter which door the actors went through, it was always the Wrong Door. Only part of the issue was aired — Nelson's complaints against Westhues — but the severe sanctions imposed on him were left in place, indeed added to, without his side of the case ever being fully addressed.

The University's failure to deal with the issues involved in this dispute has resulted in serious damage for the parties involved. Westhues, Nelson, Lambert and the rest of the department have all suffered a great deal — and not just because of the attacks of other parties in various forums — but because the University of Waterloo has in place a set of mechanisms that are so radically flawed that a fair, clear and binding resolution of the dispute was unlikely from the very beginning.

While we have made several criticisms of the decisions made by various members of the UW community in dealing with

Westhues' complaint, *none of this should be construed as implying that we doubt their sincerity or goodwill in trying to make the process work.* Any group of intelligent, fair-minded and well-intentioned people would have had extreme difficulty in implementing Policies 33 and 63 fairly in this dispute. The fault lies in the procedures themselves.

Unless the academic staff and the administration of the University of Waterloo want further disasters of this order, it is absolutely imperative that Policy 63 and 33 be replaced by a comprehensive agreement between the FAUW and the administration that clearly lays out a fair and detailed grievance process, establishing procedural protections for all parties in a dispute, and providing for the final and binding resolution of these matters. There is no justification whatever for the University of Waterloo community to accept or ignore the deficiencies in its procedures that have been pointed out at various times in the last twelve years. Practically any faculty collective agreement in the country can serve as a guide — the vast majority provide far superior procedures for dealing with grievances than those at the University of Waterloo.

Protests that grievance procedures in collective agreements are too "adversarial" and that they are damaging to "collegial" governance are simply beside the point. It would be difficult to imagine a process that was, in practice, less collegial and more adversarial than what we have seen in the present case. The parties to a grievance are necessarily, to a lesser or greater extent, in an adversarial relationship that in some cases assumes the intensity of a pitched battle, but they *all* deserve the opportunity to be dealt with according to minimal standards of fairness and due process. Collegial problem-solving and informal resolution of difficulties are to be encouraged, of course, but this is much easier in a context that provides for fair and binding resolution of disputes, should informal processes fail. Policies 33 and 63 can easily lead to a situation, as we have seen, in which *ad hoc* decision making can undermine procedural fairness and effective conflict resolution, making a proper hearing of both sides of a dispute impossible.

All of this is essential too, just so the women and men who try to serve the interests of their colleagues through the FAUW have clearer guidelines about how they can best do that. Disputes involving several members of the faculty are notoriously difficult to deal with even at universities that have sensible procedures in place, but at the University of Waterloo they do not even have a clear process for representing the interests of *one* faculty member involved in a dispute with administrative officers of the university. The procedures at present are so confused, internally contradictory and imprecise that a proper role for the Faculty Association is very hard to make out in any particular instance. A clear, sensible, well-understood and accessible grievance procedure would, in future cases, eliminate much of the confusion and controversy that attended the FAUW's actions in this case.

Were the Allegations against Westhues Proper Subjects for Discipline?

Lambert alleged that Westhues attempted to influence the student's examination and acted in an uncollegial and intimidating manner towards Nelson. Allegations such as these are proper subjects for disciplinary proceedings.

Was He Properly Disciplined?

The answer is no.

Discipline can only be said to be fairly imposed if both the truth of the allegations in question and the appropriateness of the penalty imposed are subject to independent and fair review. The onus of proving just cause for discipline must lie with the University. Westhues denied many if not all of the allegations against him, and of course contested the penalties imposed upon him. For the reasons stated at the outset of our commentary and throughout this report, we believe that the process of handling Westhues' grievance was flawed in many respects, and the effect of this was to deny him a considered fair hearing of his grievance.

Our concerns about the process of handling this case are sharpened by the type and severity of sanctions imposed upon Westhues. The lengthy suspension from responsibilities in the graduate program was a particularly onerous penalty, especially in view of the fact that Westhues had never before been subject to discipline in his 25 year career at the University of Waterloo. The Ethics Committee then added to this penalty a forced public apology, an unusual penalty generally avoided in labour law because of its humiliating consequences. Natural justice requires that the imposition of such sanctions, even if they were appropriate, be subject to a proper, thorough and independent third party review.

It does seem clear that Westhues' behaviour towards Nelson after the examination was improper. In spite of his protestations that he had been guilty of nothing more than getting angry at Nelson, he acknowledges his "misconduct" in his initial statement of grievances: "I have acknowledged and apologized for crossing the line, in my conversations with Nelson, between desirable argument and reprehensible personal attack." His apologies did not mitigate this. They simply added insult to injury, repeated his offenses, and attempted to justify them in terms of Nelson's alleged failings. Thus, it was probably appropriate that this aspect of Westhues' behaviour should have resulted in *some* form of disciplinary action.

Nonetheless, while we conclude that a reprimand and warning were probably warranted, and that it might be appropriate that there be some impact on Westhues' annual merit increment for actions which he himself has acknowledged, we cannot agree with the University Administration that a proper case for further disciplinary action was made out.

Do Westhues & his Colleagues Have the Right to Criticize Each Other?

Of course they do.

Academic freedom protects the right to make such criticisms if they are not defamatory, harassing or directly intimidating. The University has a duty to defend frank and free speech, which can sometimes be negative.

What About the Meeting in the Department?

One of Westhues' principal complaints about his treatment in the department was that his colleagues engaged in a "conspiracy" to punish him by holding their meeting in Dec. 1993 without his knowledge and without giving him a chance to defend himself. It was out of this meeting that the two petitions to the department chair arose. His colleagues have several times defended themselves in holding this meeting in terms of their rights of free speech and free association. They say that they should not be faulted because faculty must enjoy the freedom to engage in criticism of each other, and they must be free to meet with each other with respect to any matter of importance.

Of course, they are correct in these assertions. However, the Academic Freedom and Tenure Committee wishes to underscore the risks in such informal proceedings. These risks are, in fact, a primary reason for the development of formal grievance and discipline procedures in universities that give a central place to protecting fairness and due process. That the meeting took place at all, again, fundamentally attests to the failure of the university to have in place clear, fair, and well-understood procedures for handling allegations of misconduct.

What About Use of Publicity by Certain Parties?

We believe that the University Administration's resort to publicity, even if it was in response to Westhues' own use of publicity, was inappropriate and unfair. Moreover, after reviewing the file, the CAUT AF&T Committee was overwhelmingly of the opinion that resorting to publicity (in the mails, on the Internet, in the UW Gazette and the FAUW Forum, and elsewhere) served no one's interests and was damaging to the general reputation of the University itself. Specifically, the Committee makes the following observations:

• While the Committee believes that Westhues had a right to comment publicly on his case, within the limits of the law of defamation, it feels that he should have been much more sensitive to the power difference between himself and Nelson, and conducted himself accordingly. While he did not name Nelson in the "Dear Gail" letter, given his years in the university environment he should have been aware that Nelson's identity would very likely become public as a result of this letter, sooner rather than later. Given this likelihood, and Nelson's untenured status, we feel strongly that Westhues' action in writing the "Dear Gail" letter was unfair, since he criticized Nelson in a way that allowed her no real possibility of a reply. A similar comment needs to be made about the discussion of the case in *Moral Panic*, which seems to be based entirely on Westhues' account of events. Once again, a one-sided picture of Nelson is presented in a forum where she cannot adequately defend herself. Those who have been persuaded by these public statements have taken information received from interested parties as if it represented the whole truth, suspending that careful, critical judgment which ought to deter them from drawing conclusions based on the evidence given by one side in a controversy.

• The Committee notes that, just as Westhues was insensitive to the power imbalance between him and Nelson, so too was the university administration insensitive to the power that it held over Westhues. We believe that it was entirely inappropriate for Professor Kalbfleisch to retaliate against and punish Westhues by broadcasting his views on his case on the Internet and elsewhere. Why it was decided to use the Internet in the first place is very unclear; there does not appear to be a rationale anywhere in the documentation for this extraordinary decision to publish details of personnel matters in a way that both damages the individuals concerned and might cast doubt on the University's ability to manage its own affairs.

• In the final analysis, the Committee concludes that the widespread publicity by the various parties to this case again reflects, at least in part, the inadequacy of internal dispute resolution mechanisms at UW.

IV.
Recommendations

WITH RESPECT TO PROFESSOR WESTHUES' complaint, the Academic Freedom and Tenure Committee recommends:

1. that the suspension of Professor Westhues from involvement in the graduate program of the University be lifted immediately; and

2. that all material the university administration has placed on the Internet relating to this matter be removed forthwith.

With respect to Policies 33 and 63, we recommend:

3. that procedures be immediately modified so that in any subsequent grievance a single tribunal shall hear the entire grievance, including any counter-complaints; and

4. that the FAUW and the administration of the University of Waterloo negotiate an agreement with respect to discipline and faculty grievances. This agreement should be in accordance with relevant CAUT policies and should be guided by the recommendations of the previous CAUT task forces on these issues.

Final Report Approved by the CAUT Academic Freedom and Tenure Committee May 25, 1996.

Roger Gannon, Chair
Patrick Grassick
Glenna Knutson
Patrick O'Neill
Gail Storr

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1. D.C. Savage & D.J. Mullan, *The Savage-Mullan Report: Task Force on Procedures Relating to Academic Appointments at the University of Waterloo.* (November 12, 1984).

2. J.M. Geramita, D.C. Savage & D.J. Mullan, *Report of the Canadian Association of University Teachers Task Force on the Adequacy of the University of Waterloo's Policies Affecting Faculty.* (March 23, 1990).

3. *Report of the Provost's Ad Hoc Committee on Harassment & Discrimination (PAHCOHAD).* (January 27, 1995). The report states:

"Input from committees operating under current policies, as well as from individuals, also indicated concern about the arbitrary separation of ethical issues from other grievable actions. Often a complaint will contain claims (e.g., abuse of supervisory authority) which now must be dealt with by the Ethics Committee, together with claims of inappropriate administrative action which now falls under one of the grievance processes. Not only is it difficult to separate the two, it is also possible that some complaints could 'fall between the cracks' as hearing committees try to sort out jurisdictions. We do not believe that was ever UW's intention to require a complainant to divide his/her grievance into two parts to be dealt with under different policies. Accordingly...we recommend that the exclusions of matters of ethical behaviour now present in Policies 63 and 70 be dealt with by an agreement to permit the establishment of joint tribunals, at the discretion of the Chairs of the relevant panels, so that cases are heard just once and in their entirety..." (p. 8).

4. op. cit., p. 11.

5. That letter, dated November 29, 1994, sets forth President Downey's acceptance of the findings of the Faculty Grievance Hearing Committee after it had stepped down from its consideration of Professor Westhues' grievance. It reads in part: "Since I believe the conditions set down by the Committee for the hearing of your grievance were reasonable, I do not feel there is any point in requesting that another hearing be struck under Policy 63 to consider this case."

Responses
to the AF&T Committee Report

My views of the Report of the CAUT Academic Freedom and Tenure Committee accord fully with the statement of Professor Ron Lambert, Chair of the Department of Sociology. The following points are worthy of emphasis.

1. No one who bothers to consider the facts of this case will mistake the AF&T Report for an impartial review. The disregard for fairness and natural justice in a body so free with advice to others on these matters is distressing but increasingly unsurprising.

2. The charges against Professor Westhues were that he interfered with the administration of a comprehensive examination, with the apparent intent of attempting to influence its outcome, and that, in doing so, he was also uncollegial in his relations with an untenured member of faculty.

If Professor Westhues believed that his Chair had erred in applying sanctions, surely he could have demonstrated his complaints against Professor Lambert before the grievance committee. I am not prepared to believe that the members of the grievance committee, chosen jointly by the presidents of the University and the Faculty Association, and chaired by a former president of FAUW, acted in anything but good faith.

The AF&T Report offers no reason to believe that Professor Lambert erred in imposing sanctions, or in his method of doing so. It is revealing that the Report is mute on whether Professor Westhues had any responsibility to proceed with his grievance or, though this matter was explicitly raised by Professors Lambert and Nelson, whether the FAUW had not acted in an individuos manner throughout the process. Thus all the blame is conveniently reserved for the university administration.

3. This university is governed by a set of policies that have been put into place over the years, under the authority of the University of Waterloo Act. The role of faculty has been paramount in the formulation of these policies. This is nowhere more evident than in Policy 63 (Faculty Grievances), where the role of FAUW in formulating the policy is described and in which the execution of the policy is the joint responsibility of the presidents of the University and FAUW. Over the years, there have been many revisions to existing policy, as there will no doubt be in the future.

The AF&T Committee does this university a disservice when it ignores the requirements of academic citizenship. Binding arbitration appears to the AF&T Committee as a magic solution; but without addressing the more fundamental problem of people's willingness to work together, arbitration simply offers a much more expensive dumping ground for disputes. The Westhues case is more a problem of attitude and will than of policy.

While the University remains willing to explore with the Faculty Association alternatives to the current grievance policy, it must be recognized that collegial resolution of disputes will always depend on a measure of good faith and fair dealing by the parties. In this particular case, there has been a regrettable absence of both good faith and fair dealing on the part of the FAUW and the CAUT, which has contributed to the difficulty of effecting a reconciliation between Professor Westhues and his colleagues.

James Downey
President, University of Waterloo

As Department chair, I imposed sanctions on Professor Ken Westhues on the grounds that he had improperly interfered with the administration of a doctoral comprehensive examination and that he had also threatened the job security of an untenured faculty member. The grounds on which sanctions were imposed are fully documented, a fact which continues to elude CAUT AF&T. Westhues' subsequent behaviour, and his continuing demands that the sanctions be lifted in their entirety, offer no reason to believe that he would behave any differently today. It is irresponsible on CAUT's part, therefore, to recommend lifting his partial suspension from the graduate program.

Although CAUT has agreed that two of the three sanctions should stand, it nonetheless concludes that Westhues was unfairly disciplined. "Discipline can only be said to be fairly imposed," CAUT pronounces, "if both the truth of the allegations in question and the appropriateness of the penalty imposed are subject to independent and fair review." CAUT's reasoning on this point thus establishes an interest on Westhues' part in refusing to cooperate with the UW grievance panel. In terminating the grievance proceedings, Westhues deprived me of an opportunity to demonstrate the appropriateness of my actions. The panel asked, over Westhues' objections, that he attend the hearings; that he not make allegations against colleagues who were not parties to his grievance against me; and that he respect confidentiality, a not unreasonable request given the requirements of Policy 63 and his propensity to trumpet his personal misfortunes. Having thwarted the grievance panel's good faith efforts to hear his grievance, and pampered by CAUT, Westhues pleads victim status.

CAUT has reserved most of its criticism, however, for this University's grievance and ethics policies. The Committee pretends that it is disinterested and presumes to instruct the University on fairness and natural justice. Judge CAUT's own conduct by the standards of fairness which it professes:

- FAUW invited CAUT to intervene on Westhues' behalf precisely because it represents his interests, and not the interests of his colleagues, the Department or UW;
- The AF&T Committee, including its membership and investigatory mandate, is the creature of CAUT and answerable only to CAUT;
- In laying blame, CAUT has refused to pass judgment on FAUW cronyism and FAUW's mischievous role in the Westhues case, on the grounds that this exceeds CAUT's jurisdiction;
- Having established a "fact-finding" sub-committee, consisting of the head of CAUT AF&T and its legal counsel, CAUT then claims to have ignored the findings of this sub-committee in preparing its final report;
- CAUT has consequently limited its "investigation" to an indeterminate number of written submissions whose origins and contents have been withheld from the scrutiny of the University.

Until CAUT has put its own house in order, its gratuitous advice to this University must remain tainted. To correct the flawed analysis and special pleading contained in CAUT's final report, my document, *The Westhues Case: A Statement of Fact*, has been placed on the Internet at *http://www.uwaterloo.ca* under *documents*.

Ronald D. Lambert

If I am ever asked for advice by someone who has the misfortune to come across a bully masquerading as a Full Professor and who tells me that the Bully has attempted, in various ways, to intimidate them into passing the Bully's favoured student on a Ph.D. comprehensive exam, my advice will be:

1. "If you don't have another job lined up, and the student's performance on the exam is substandard, pass the student and forget about standards"; or

2. "If, in your best academic judgement, the student's performance does not warrant a pass, fail the student, and quit your job."

If one asks one's Chair to intervene, this will cause the Chair countless hours of time, energy and eventual anguish. If the Chair attempts to receive input from colleagues/administrators, the Chair will be portrayed as slow and ineffectual. If the Chair acts on his/her own, s/he will be portrayed as draconian and despotic. The AF&T of the local Faculty Association will line up squarely behind the Bully and suggest that the Chair and the "Overreacting Colleague" write a letter of apology to themselves and that the Bully will consider signing select portions of it. When the Bully is told that the Overreacting Colleague and the Chair do not wish to play this little game, their refusal will be portrayed as evidence that they were never really serious about reconciliation in the first place.

Should the Overreacting Colleague inform his/her colleagues of what occurred, and they call for an investigation, this will be portrayed as a "cabal," "mobbing," and an "informal court." However, when the Bully writes to 100 "Friends and Colleagues" this will be seen as a reasonable way of spending a wet Saturday afternoon. The Bully will then file grievances against the whole department and shriek "conspiracy!" In a volume of grievances the size of the New York City telephone book the Bully will offer further "proof" of the "plot" that the Bully supposedly suspected all along. The Bully will emphasize that the exam was scheduled to coincide with the anniversary of the fall of Germany in WWI and will point out, in Eureka fashion, that the student was born in Germany. Other professors whom the Bully disapproves of will be accused of lusting after the Bully's graduate courses. Out will come the F-word (Feminist) and those rubber wedding rings, "political correctness" and "female tribalism."

Committees of Review will be struck. Should they fail to see things the way the Bully does, the Bully will proclaim their members to be part of the Conspiracy (i.e., Female Tribalists, the Politically Correct, the Morally Bereft...). The Bully will never wonder, in those quiet moments of the early dawn, whether the Overreacting Colleague could possibly have been right. In the "I know best" epistemology of the Bully, the Bully is always more sinned against than sinning.

I guess the only real option is Option #2. Upon reflection, that would now have to be my advice.

Adie Nelson

"Societies appear to be subject, every now and then, to periods of moral panic." So Stanley Cohen began his classic *Folk Devils and Moral Panics* (1972).

This report documents the current panic surrounding gender at one university. The evidence it reviews does not fit a picture of academics confused by faulty policies, doubtful about how to proceed, and therefore stumbling into unfairness. The evidence shows academics shot outside the orbit of policy by a woman's cry of intimidation and chilly climate, freed by her cry from reason and doubt. Much additional evidence unmentioned in this report fleshes the latter picture out.

My "case" serves to expose the biopolitical panic at Waterloo, but other professors, students, and staff have fared worse than I, in being forced out of the university altogether. They are male and female, white and nonwhite, gay and straight. One after another they have been offered in sacrifice to the gods of groupthink (Janis 1982) and corporatism (Saul 1995), in an effort to relieve ambiguities in Canada's "overall best" university (*Macleans* 1995), enforce a technocratic orthodoxy, and strengthen a local elite. The craziness and waste described here are the tip of an iceberg that has made the climate chilly for many scholars of independent mind.

Let no one gloat over UW's predicament. Essentially the same panic has infected campuses across the continent (see Sommers 1994, Fekete 1994, Emberley 1996), as well as the courts, law, politics and the media (see Gwyn 1995, Laframboise 1996, Rauch 1993). How much CAUT is itself caught up deserves debate in this *Bulletin*.

The power of a group is such that anyone it officially deems to be a villain easily internalizes this identity and responds with Shylock: "Thou call'dst me dog before thou hadst a cause, But, since I am a dog, beware my fangs." I am grateful to Gail Paton Grant and the other children of Portia who have helped me resist such internalization. I seek no pound of flesh from anyone. I seek an end to the panic, accountability of UW to authorities outside itself, and lifting of the restrictions and stigma wrongly placed on me.

I appreciate the report's recommendations toward these ends, and support its call for policy reform. Mainly, I thank the committee for publishing its telling of the tale, and for inviting commentaries. One theme of the graduate theory course I used to teach is that truth lies in the process of honest, reasoned dialogue (Buber 1955), more than in what anybody says. If this report helps reactivate the dialogic process at UW and elsewhere, it will be worth the work and pain behind it. Our reputation matters less than our substance, our private feelings less than our public responsibilities (Eshtain 1993).

Kenneth Westhues

Buber, Martin. *Between Man and Man*, R.G. Smith, tr. Boston: Beacon, 1955.

Cohen, Stanley. *Folk Devils and Moral Panics*. London: MacGibbon & Kee, 1972.

Emberley, Peter C. *Zero Tolerance*. Toronto: Penguin, 1996.

Eshtain, Jean Bethke. *Democracy on Trial*. Toronto: Anansi, 1993.

Fekete, John. *Moral Panic: Biopolitics Rising*. Montreal: Robert Davies, 1994

Gwyn, Richard. *Nationalism without Walls*. Toronto: McClelland & Stewart, 1995.

Janis, Irving L. *Groupthink*. Boston: Houghton Mifflin, 1982.

Laframboise, Donna. *The Princess at the Window*. Toronto: Penguin, 1996.

Special Issue on Universities, *Macleans*, November 20, 1995.

Rauch, Jonathan. *Kindly Inquisitors*. Chicago: Univ. of Chicago, 1993.

Saul, John Ralston. *The Unconscious Civilization*. Toronto: Anansi, 1995.

Sommers, Christina Hoff. *Who Stole Feminism?* New York: Simon & Schuster, 1994.

both French and English. Applications should include a curriculum vitae, documentation on teaching experience, a short description of research directions, and arrange for 3 letters of reference to be sent to the Department. Applications are due no later than December 15, 1996 and should be sent to Dr. T.W. Moon, Chair Search Committee, Department of Biology, University of Ottawa, P.O. Box 450, Stn A, Ottawa, ON K1N 6N5; tel (613) 562-5800, ext 6002, FAX (613)562-5486, e-mail tmoon@oreo.uottawa.ca. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Equity is a University policy. The University strongly encourages applications from women.

UNIVERSITÉ D'OTTAWA — Le département de biologie de l'Université d'Ottawa cherche à combler un poste de professeur(e) adjoint(e) pouvant mener à la permanence et commençant le 1er juillet 1997. Le département offre des possibilités majeures de collaboration avec des groupes de recherche actifs dans plusieurs organisations académiques, gouvernementales, et du secteur privé dans la région d'Ottawa. Spécifiquement, le département cherche un physiologiste animal capable de s'intégrer à l'équipe départementale active en biologie animale comparée. Le/la candidat(e) choisi(e) devra avoir un doctorat, de l'expérience post-doctorale si possible, et une capacité prouvée d'établir un programme de recherche indépendant. La préférence sera accordée à un individu capable d'enseigner et de superviser des étudiants en français et en anglais. Les demandes devraient inclure un curriculum vitae, des informations sur l'expérience en enseignement, et une brève description du programme de recherche anticipé. Les candidat(e)s devront aussi demander à 3 répondants de soumettre des lettres de recommandation. Les demandes doivent être reçues avant le 15 décembre, 1996, et être adressées au professeur T.W. Moon, Directeur du comité de sélection, Département de biologie, Université d'Ottawa, Case postale 450, Succursale A, Ottawa, Ontario K1N 6N5; téléphone: (613) 562-5800, ext. 6002, FAX: (613) 562-5486, courrier électronique: tmoon@oreo.uottawa.ca. Conformément aux exigences des services canadiens de l'immigration, cette annonce s'adresse aux citoyens canadiens ou aux immigrants reçus. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature.

UNIVERSITY OF REGINA — Biology. Developmental-Invertebrate Biologist. The Department of Biology invites applications for a tenure-track position at the Assistant Professor level, effective July 1, 1997 (subject to budgetary approval). Candidates must have a recent PhD, at least one year of postdoctoral experience and a productive research record. The research focus must be on animal development, using cellu-lar/molecular techniques and employing invertebrate organisms as experimental systems. As well as establishing an externally-funded research program, the successful candidate will be expected to participate in the teaching of undergraduate and graduate classes, including the development of a third-year majors course in invertebrate biology and an advanced course in his/her area of expertise. Start-up research funds will be provided. The new appointee can expect a reduced teaching load in the first two years. Submit a letter of application, outlining research goals, a summary of teaching experience and a curriculum vitae to Dr. W. Chapco, Head, Department of Biology, University of Regina, Regina, Saskatchewan, S4S 0A2, Canada; FAX:(306) 585-4894; Tel:(306) 585-4231 E-Mail: William.Chapco@uregina.ca. Candidates should arrange to have at least three letters of reference sent to the address above. The closing date for application is December 31, 1996. Further information on the department is available on the world-wide site at http://www.biol.uregina.ca. The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Aboriginal people, persons with disabilities, members of visible minorities and women are invited to identify themselves as members of the designated groups on their applications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BUSINESS

QUEEN'S UNIVERSITY, School of Business invites applications for two tenure track positions, one each in Operations Management and Industrial Marketing. Submissions from outstanding applicants in other fields are also welcome. Candidates must have a PhD or be near completion. The level of appointment is open but the positions are subject to final budget approval. Depending upon qualifications, the marketing appointee might also be designated the Nabisco Brands Ltd. Professor of Marketing, which provides additional support. We are especially interested in outstanding teachers, who also have demonstrated research potential. The School of Business has an acknowledged reputation in executive education and in degree programs including: innovative, privatized MBA studies; our flagship undergraduate Commerce program; a new Master's of Science in Management (pending); and our respected PhD. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and members of visible minorities. In all cases, salary will be commensurate with qualifications and experience. The effective date for each appointment is July 1, 1997. Applications will be accepted until the positions are filled and should be submitted to Wm. E. Mikhas, Associate Dean, School of Business, Queen's University, Kingston, Ontario K7L 3N6 (Fax: (613) 545-2013).

BUSINESS ADMINISTRATION

WILFRID LAURIER UNIVERSITY, Waterloo, Ontario. Applications are invited for two tenure track faculty positions; one in the area of Accounting and one in the area of Organizational Behaviour, commencing July 1, 1997. Depending on qualifications and experience, most appointments will be made at the rank of Assistant Professor. Specific areas of expertise sought for the Accounting position are Tax, Auditing, or Managerial. Qualifications include PhD or ABD with evidence of strong teaching and research potential. All positions are subject to budget approval. The Department of Business has sixty full-time faculty, fifteen hundred undergraduates and over two hundred and fifty part-time and full-time MBA students. Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes. With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities. As a consequence, we are particularly interested in candidates who seek to maintain a balance between their scholarly and instructional pursuits and are committed to excellence in both. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. Please direct applications to: Dr. Robert Ellis, Associate Dean of Business: Human Resources & Research, School of Business & Economics, Wilfrid Laurier University, 75 University Ave. W., Waterloo, ON N2L 3C5.

BUSINESS ADMINISTRATION & COMMERCE

SIMON FRASER UNIVERSITY — The Faculty of Business Administration at Simon Fraser University invites applications for a tenure-track appointment in Management Information Systems at the assistant or associate professor rank. The successful candidate will have established a primary research program in the area of management information systems, and have the ability to teach in that area at both the undergraduate and graduate levels. Start date: September, 1997 or at a mutually agreed upon time. In accordance with Canadian Immigration requirements, this announcement is directed, in the first instance, to Canadian citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval. Send curriculum vitae and the names of three referees to: Dr. Larry Penfield, Chair, Appointments Committee, Faculty of Business Administration, Simon Fraser University, Burnaby, British Columbia V5A 1S6 Canada. The search will close on January 31, 1997 or when the position is filled.

CLASSICAL STUDIES

YORK UNIVERSITY — Faculty of Arts, Division of Humanities. Applications are invited for a tenure-track position at the assistant professor level in Classical Studies — Greek Literature and Culture — to commence July 1, 1997. Required qualifications include a completed PhD or equivalent, outstanding scholarly promise, and an ongoing program of research in Ancient Greek literature and culture. The successful candidate will be expected to develop and teach courses in Ancient Greek culture, direct courses in Greek and Latin language and literature, and design and participate in interdisciplinary team-taught courses in the Division of Humanities. Duties may also include teaching in the Faculty of Graduate Studies. The successful candidate will actively participate in the Program of Classical Studies. Salary is dependent upon qualifications and experience. Applications, along with a curriculum vitae and three confidential letters of recommendation, should be sent to: Margo Gewurtz, Chair, Division of Humanities, York University, 4700 Keele Street, North York, Ont. M3J 1P3. Deadline for applications is December 15, 1996. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to budgetary approval.

COMMERCE

UNIVERSITY OF SASKATCHEWAN — Applications are invited for permanent and visiting faculty positions from those with teaching and research interests in Accounting, Finance, Industrial Relations, Management Science, Marketing and Organizational behaviour. A PhD or equivalent and strong research interests are required for permanent positions. Masters and professional credentials are acceptable for visiting or limited term appointments. Salary and rank depend on qualifications. Applications are welcome until positions are filled. Positions are subject to final budgetary authorization. Appointments are normally effective as of July 1. Canadian citizens who are qualified and available to work in the above areas will be given priority. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. Please send resumes to: V. Lynne Pearson, Dean, College of Commerce, 25 Campus Drive, University of Saskatchewan, Saskatoon, SK S7N 5A7.

COMMUNICATIONS

UNIVERSITY OF WESTERN ONTARIO — Dean of Communications and Open Learning. Applications and nominations are invited for the newly-created position of Dean, Faculty of Communications and Open Learning, The University of Western Ontario. The appointment, to be effective July 1, 1997, is for a period of seven years, renewable. Candidates should have an established record as an academic researcher and university teacher in communications, media studies, information science, applications of information technology in education, distance and mediated education, or a related area, and should possess the necessary administrative and inter-personal skills to provide leadership in the establishment and continuing development of research and educational programs in the new Faculty of Communications and Open Learning at Western. The University of Western Ontario has a total enrolment of approximately 22,000 full-time equivalent students. The University is located in the city of London, which has a population of over 300,000 and is approximately 180km southwest of Toronto. The Faculty of Communications and Open Learning was established on July 1, 1996 and, following a transition year, will become fully operational on July 1, 1997. The new Faculty is the result of an amalgamation of the existing Graduate Schools of Journalism, and Library and Information Science, and the Faculty of Part-Time and Continuing Education. Existing graduate programs include a Masters and Doctoral program in Library and Information Science, a Masters program in Journalism, and a full range of programs in continuing education. The first Dean of the Faculty of Communications and Open Learning will lead the process of integrating administrative, educational, and research programs, of continuing to develop and strengthen the existing graduate programs in academic and professional studies in Journalism and Library Sciences, and of identifying new scholarly and professional education opportunities in communications and information studies. A major objective of the new Faculty will be to explore the establishment of an interdisciplinary undergraduate program in Information, Journalism and Media Studies, and in Learning and Communications Technologies in collaboration with related Faculties at Western. In addition, the new Faculty is expected to provide university-wide leadership in the development of applications of instructional technology, both on campus and in distance education programs. The successful candidate must bring to these tasks a spirit of innovation, collaboration, and a strong commitment to reinforce and enhance Western's position as a leader in media and communications research and education. Nominations and applications should be submitted by December 1, 1996 to Professor G. Moran, Provost & Vice-President (Academic), Room 107, Stevenson-Lawson Building, The University of Western Ontario, London, Ontario, N6A 5B8. Applications should include a curriculum vitae and the names of at least three referees. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities.

COMPUTER SCIENCE

THE UNIVERSITY OF WESTERN ONTARIO — The Computer Science Department at The University of Western Ontario invites applications for two tenure-track positions at the level of Assistant Professor. Candidates should have a PhD in Computer Science or related discipline, and show evidence of strong research potential and excellence in teaching. One position is specifically targeted to persons with expertise in Software Engineering or related areas. The Computer Science Department comprises 18 regular faculty plus visiting and teaching faculty members. The Department offers B.Sc., M.Sc., and PhD degrees in Computer Science and maintains an in-house state-of-the-art computing environment consisting of 200 workstations and research facilities for graphics and imaging, parallel computing, distributed computing, multimedia, text processing, AI and vision, and computing facilities for the handicapped. The University has taken the initiative to establish a new undergraduate program in Software Engineering. The Department receives funding from NSERC, ITRC, industry and government agencies, such as the Canadian Genome Analysis and Technology Program and Industry, Science & Technology Canada (ISTC), for research into a broad range of areas including algorithms, artificial intelligence, computer graphics, databases, distributed and parallel computing, formal languages and automata, image processing, programming languages, software engineering, and vision. The University of Western Ontario, located in London, Ontario, offers an attractive campus with many activities. London offers a reasonable cost of living coupled with many of the amenities found in larger cities as well as convenient access to the metropolitan areas of Toronto and Windsor/Detroit. The deadline for applications is January 31, 1997. The effective date of appointment is July 1, 1997. Applications should be sent to: Dr. Sylvia Osborn, Acting Chair, Department of Computer Science, The University of Western Ontario, Middlesex College, London, Ontario, Canada N6A 5B7. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF WATERLOO — Department of Computer Science. The University of Waterloo invites applications for two or more tenure-track faculty positions in Computer Science. The Department prides itself on being a leader in Computer Science education and home to a diverse research program of international stature. Because of its recognized strengths and breadth, the Department is able to attract extremely well-qualified students at both undergraduate and graduate levels; these students contribute extensively to the Department's vitality. Successful applicants will be expected to develop and maintain a productive research program, to attract and develop highly-valued graduate students; to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. Of particular interest are candidates whose teaching and research expertise fall within the fields of artificial intelligence, database systems, data structures design, distributed systems, operating systems, programming languages, or software engineering. A PhD in Computer Science or equivalent is required, with evidence of outstanding research accomplishments or potential and evidence of excellence in teaching. Candidates at all levels of experience are encouraged to apply. Rank and salary will be commensurate with experience. The Department of Computer Science comprises over 40 full-time faculty members. The Department is a key participant in the Information Technology Research Centre (ITRC), a provincial Centre of Excellence that supports basic and applied research in information technology. Excellent offices, laboratories, and computing facilities, in addition to attentive support staff, provide a productive work environment. For further information about the Department, please see http://math.uwaterloo.ca/CS_Dept/. Applications should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to the Chair: Professor Frank Tompa, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; cs-chair@cs.uwaterloo.ca. Candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commence during the 1997 calendar year, and applications will be accepted until January 15, 1997. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Qualified Canadians and non-Canadians are encouraged to apply. These appointments are subject to the availability of funds.

YORK UNIVERSITY — Faculty of Pure and Applied Science, Department of Computer Science. Applications are invited for tenure-track and/or contractually-limited term positions at the assistant professor level. The Department plans to increase its overall strengths and has particular interest in applied areas such as computer and software systems, parallel processing and architecture, programming languages, database and software engineering; but excellent candidates from other areas are also encouraged to apply. Applicants must have a recent doctoral degree in Computer Science and demonstrate strong potential for excellence in research and teaching at both graduate and undergraduate levels. The Department of Computer Science at York includes more than 25 faculty members, and has recently moved to expanded facilities in the new Chimatry and Computer Science Building. For further information, see http://www.cs.yorku.ca/. York University is the third largest university in Canada. It is located in Metropolitan Toronto and is within easy reach of downtown Toronto. Applications, with CV and the names of four references should be sent to: Michael Jenkin, Search Committee Chair, Department of Computer Science, 126 CCB, Faculty of Pure and Applied Science, York University, North York, Ont. M3J 1P3. Applications should be received by December 31, 1996, although later applications received before February 15, 1997 may also be considered if positions are still available. York University is implementing a policy of employ-

Orthopaedic Research Director

The McGill Division of Orthopaedic Surgery is seeking a Director to run and further develop the program in basic and clinical spine research in the recently established biomechanical/biochemical laboratory. The effective date for this permanent and full-time research position is January 1, 1997. The candidate should have an M.D. degree with specialization in orthopaedic surgery in combination with a strong background in biomechanics/engineering, computational medicine, biochemistry and preferably have completed a PhD. The candidate should be experienced in writing peer reviewed grants. She/he is also experienced in clinical research design, statistical methodologies and outcome. The position goes along with an academic appointment in the rank of a full-time Assistant Professor, including teaching responsibilities for graduate students. Salary commensurate with qualifications and experience. McGill University is committed to equity in employment. In accordance with the Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. **Send replies until December 15, 1996 to: M. Aebi, M.D., Professor and Chairman, Division of Orthopaedic Surgery, McGill University, c/o Royal Victoria Hospital, 687 Pine Ave. West, Suite S9.30, Montreal, Quebec, Canada, H3A 1A1** (or fax to: 514-843-1627).

Faculty Position in Space Science
Department of Physics and Astronomy

The Department of Physics and Astronomy of The University of Calgary invites applications in the area of experimental space science for a tenure track position at the Assistant Professor level. The successful applicant will have the appropriate academic background and experience in experimental space science to strengthen or complement the current research activities within the Space Physics Group. The history of the Group is associated primarily with advancements in auroral physics based upon the development of space instruments. At present, the major programs involve the development of optical and particle instruments for international satellite missions dedicated to the investigation of space weather in the upper atmosphere of the Earth and Mars. These programs are supported by groundbased imagers and other optical instruments as well as by two new vacuum laboratory facilities for the testing and calibration of optical and particle instruments. Examples of complementary research interests by an applicant are planetary physics and polar processes. More information about the Space Physics Group is available on the World Wide Web: http://www.ucalgary.ca/~istronds/

The candidate's background must include the Ph.D. or equivalent and preferably post-doctoral experience. The assessment criteria will include the applicant's teaching and research experience and evidence of research productivity.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Candidates should send a letter of interest with a detailed resume, a statement of teaching and research interests, and the names and addresses (including e-mail) of three individuals who will, if requested, provide letters of reference. The appointment will become effective on or after July 1 1997. Consideration of applicants will begin on December 1, 1996 and continue until the position is filled. The mailing address for applications or for more information is:

Dr. J.S. Murphree, Head,
Department of Physics and Astronomy
The University of Calgary,
2500 University Drive N.W.
Calgary, Alberta T2N 1N4

THE UNIVERSITY OF CALGARY

www.ucalgary.ca

University of Alberta
Edmonton

Department of Sociology

The Faculty of Arts at the University of Alberta is engaged in an extensive process of renewal, and is committed to ensuring that the substantial number of hirings anticipated over the next several years will secure for the future the lively and productive intellectual environment on which we pride ourselves.

The Department of Sociology invites applications for three tenure-track positions, two at the junior assistant professor level, and one at the junior associate professor level with the possibility of appointment with tenure. Salary ranges for the assistant professor and associate professor ranks are $39,230 - $55,526 and $48,736 to $69,664 respectively. We hope to appoint effective July 1, 1997. Applicants for the junior assistant professor positions should have a PhD (or expect to complete in 1997), and demonstrate promise of excellence in both teaching and research. Applicants at the junior associate professor level will be expected to have a proven track record of excellence in teaching, research and publication. The fields in which we wish to hire are:

1. **Cultural Studies**. Candidates should have a broad background in cultural studies and be engaged in related empirical research (e.g. in race and gender, postcolonial studies, popular culture, science and technology). An ability to tech qualitative methods would be an asset.
2. **Globalization**. Candidates should have research interests related to the problematic of globalization. This might include competence in a regional area and/or comparative developmental studies.
3. **Theory**. Candidates should be prepared to teach contemporary social theory at the graduate level and have related publications. Competence in a substantive area that complements these other two positions would be an asset.

Successful candidates for these positions will be expected to play a major role in redesigning both our undergraduate and, in particular, our graduate programs. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should send a letter of application, cv, and any supporting materials, and arrange for three confidential letters of reference to arrive no later than January 15, 1997 to:

Derek Sayer, Chair
Department of Sociology
University of Alberta
Edmonton, Alberta Canada T6G 2H4

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

COMPUTING & INFORMATION SCIENCE

QUEEN'S UNIVERSITY — The Department of Computing and Information Science invites applications for two tenure-track positions at the assistant professor level (one subject to budgetary approval), starting on 1 January 1997 or as soon as possible thereafter. Applicants should have, or be on the point of completing, a PhD in Computer Science, and should be working in one of the areas: database theory and practice, software engineering, software systems or graphics. The successful candidate will be expected to maintain an active research program, to supervise students, and to teach at both the graduate and undergraduate levels. Decisions will be made on the basis of demonstrated research competence, teaching ability and the potential for collegial service. Salary will be commensurate with qualifications and experience. Queen's University has an employment equity program, welcomes diversity in the workplace, and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and members of visible minorities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, which should include a curriculum vitae, a statement of research interests, copies of recent publications, and the names of three referees, should be sent to: Dr. Michael Levison, Department of Computing and Information Science, Queen's University Kingston, Ontario K7L 3N6 fax: (613) 545-6513 email: levison@qucis.queensu.ca. Applications will be accepted until 30 November 1996, or subsequently, until the positions are filled.

COMPUTING SCIENCE

UNIVERSITY OF ALBERTA — Department of Computing Science. Applications are invited for three tenure-track positions at the Assistant Professor level, one in the area of software engineering, one in the area of multimedia systems, and one from the areas of artificial intelligence, computer graphics, computer vision or database systems. These are all new positions created as part of a general expansion of the Department. The successful candidates in the first two positions should have strong software systems backgrounds. Truly outstanding applicants from other areas of Computer Science will also be considered for the third position. Responsibilities for all positions include research as well as teaching at both the graduate and undergraduate levels. Excellent support is provided to the successful applicants for establishing their research programs. The Department consists of 33 academic and 22 support staff, and offers a graduate program with over 100 M.Sc. and PhD students. Current computer equipment consists of a network interconnecting several multiprocessor Sun servers, two multiprocessor SGI servers, four Sun file servers delivering 60 Gbytes of storage, and over 160 Sun, SGI, HP, DEC, and IBM workstations in research laboratories and offices. The department is well connected via the Campus FDDI network to remainder of the Campus units and the Internet. Experimental ATM network connections are available for research projects. Instructional facilities include six UNIX workstation (Sun, SGI and Xterm) laboratories, three Pendum-based Microsoft-NT laboratories, a new HO Imaging Systems laboratory, and one Intel 486 laboratory. There are well supported research laboratories in: algorithmics, artificial intelligence, cognitive science, communication networks, computer graphics, computer vision and robotics, database, parallel and distributed systems, and software engineering. A new multimedia research lab and institute has just been started. The salary offered will be commensurate with qualifications and experience. Send curriculum vitae, the names of three references and up to three reprints or copies of important publications. A PhD or equivalent is the minimum qualification; new PhD's should include a copy of their transcript. Applications will be accepted until 1 March 1997 with employment commencing on 1 July 1997. Please send applications to: Dr. Paul G. Sorenson, Chair, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada T6G 2H1; E-mail: sorenson@cs.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

CRIMINOLOGY

UNIVERSITY OF ALBERTA — The Faculty of Arts at the University of Alberta is engaged in an extensive process of renewal, and is committed to ensuring that the substantial number of hirings anticipated over the next several years will secure for the future the lively and productive intellectual environment on which it prides itself. The Department of Sociology invites applications for the position of junior associate professor in the field of criminology, starting July 1, 1997. The successful applicant will have a record of demonstrated excellence in teaching, research and publication, and will be expected to play a major part in our current redesigning of both our undergraduate and, in particular, graduate programs. The salary range for the associate professor rank is $48,736 to $59,664. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should submit a letter of application, cv, and any other supporting materials, and arrange for three confidential letters of reference to be sent to Derek Sayer, Chair, Dept. of Sociology, University of Alberta, Edmonton, Alberta, Canada T6G 2H4, to arrive no later than January 15, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ECONOMICS

SAINT MARY'S UNIVERSITY — Department of Economics. Saint Mary's University invites applications for a tenure track position at the Lecturer/Assistant Professor rank, commencing September 1, 1997, subject to budgetary approval. Applicants for the positions should have a PhD (completed or near completed), and a strong interest in teaching introductory and upper level undergraduate courses, and should be actively pursuing professional research. Previous teaching experience is desirable. Fields of special interest are Development, Economic History and History of Economic Thought. Applicants are requested to forward a letter of application and curriculum vitae to: Dr. Saleh Amirkhalkhali, Chair, Department of Economics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. In addition, they should arrange for three (3) referees to send letters of reference directly to the Chair at the above address. Deadline for receipt of material is December 4, 1996. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and persons with disabilities.

UNIVERSITÉ LAVAL — Le Département d'économique de l'Université Laval cherche à combler trois postes de professeurs, professeures pour exercer les fonctions suivantes: Enseigner et encadrer les étudiants au niveau du baccalauréat, de la maîtrise et du doctorat dans les cours de base (micro-économie, macro-économie ou économétrie) ainsi que dans au moins un domaine de spécialisation; Faire de la recherche en économique pour fins de publication dans les revues scientifiques; Participer aux autres aspects de la vie interne et externe du département. Exigences: Tous les niveaux d'expérience seront considérés. Cependant le doctorat doit être complété ou sur le point de l'être. Toute bonne candidature sera considérée, quels que soient les champs de spécialisation. Toutefois, la priorité sera donnée aux candidatures en Economie internationale, Économie de l'environnement, Économie publique, Macro-économie et Micro-économie appliquée à la gestion. Le Département d'économique étant responsable de l'enseignement et de la recherche en science économique dans le cadre à la fois de programmes relevant de la Faculté des sciences sociales et de programmes relevant de la Faculté des sciences de l'administration, les personnes choisies pourront être appelées à enseigner et à encadrer la clientèle étudiante dans les programmes de l'une et l'autre de ces facultés. Les personnes choisies devront démontrer des aptitudes pour chacune des fonctions reliées au poste. Conditions: Selon la convention collective en vigueur. En vertu de son Programme d'accès à l'équité, l'Université Laval entend consacrer la moitié de ses postes vacants à l'engagement de femmes. En accord avec les exigences du Ministère de l'immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents du Canada. Date d'entrée en fonction: Le 1er juin 1997. Date limite de réception des candidatures: Le 22 décembre 1996. Faire parvenir votre candidature à: Professeur Jean-Thomas Bernard, directeur, Département d'économique, Pavillon J.-A. De Sève, Université Laval, Québec, (Québec) Canada G1K 7P4, Téléphone: (418) 656-5123; Télécopieur: (418) 656-2707; Internet: jtber@ecn.ulaval.ca.

UNIVERSITY OF BRITISH COLUMBIA — Tenure-track entry level position, subject to final budgetary approval. Priority will be given to macroeconomic and econometrics. However, strong candidates in other fields are encouraged to apply and will be considered seriously. Duties: teaching and research. Qualifications: PhD or solid indication of imminent completion, demonstrated excellence or clear promise of excellence in teaching and research commensurate with experience. Starting date: July 1, 1997. Salaries competitive with other Canadian universities. Applications deadline: December 1, 1996. Application, including cv, names of references and samples of research papers (or sections of dissertation) should be sent to Professor Ashok Kotwal, Head, Department of Economics, The University of British Columbia, Vancouver, B.C., V6T 1Z1. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Salary commensurate with qualifications. Interested candidates should send curriculum vitae, names of three referees, and evidence of scholarly and teaching ability to Professor Albert Berry, Associate Chair, Division of Management and Economics, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, Canada M1C 1A4. Effective date of appointment is July 1, 1997. Deadline for applications is December 15, 1996. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal people, and people with disabilities.

UNIVERSITY OF TORONTO — Assistant Professors of Economics. Tenure Stream Appointments. While appointments may be made in any field, field preferences include Empirical Industrial Organization, International Economics, and Empirical Macroeconomics. PhD Degree or equivalent with solid training in economic theory and applied econometrics, as well as in the field of specialization. Appointments effective July 1, 1997; salaries commensurate with qualifications. Interested candidates should write by December 1, 1996, providing a curriculum vitae and the names of three referees to: Professor, M. Denny, Chair, Recruiting Committee, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Ontario M5S 3G7 Canada. In accordance with the Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO — Assistant Professor of Economics. Tenure Stream Appointment. While appointments may be made in any field, field preferences include Applied Microeconomics. PhD Degree or equivalent with solid training in economic theory and applied econometrics, as well as in the field of specialization. Appointments effective July 1, 1997; salaries commensurate with qualifications. Interested candidates should write by December 1, 1996, providing a curriculum vitae and the names of three referees to: Professor M. Denny, Chair, Recruiting Committee, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Ontario M5S 3G7 Canada. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

EDUCATION

MCGILL UNIVERSITY — Assistant Professor in Science Education. Applications are invited for a tenure-track assistant professorship in science education. The successful applicant will be appointed to the Department of Educational Studies in the Faculty of Education, where he/she will be expected to teach science methods courses at the elementary and/or secondary levels, supervise field experience in science, and conduct scholarly research in science education. As well, he/she will foster cooperation between the Faculties of Science and of Education within the context of a proposed concurrent B.Sc./B.Ed. program, and will work to enhance the professional development of science education. He/she should hold a doctoral degree in science education or in science, with an appropriate record of scholarship in science education; have had successful classroom experience; and preferably be able to work in French as well as English. In accordance with Canadian immigration requirements, initial priority will be given to Canadian citizens or permanent residents of Canada. McGill University supports employment equity, and encourages applications from both women and men, persons with disabilities, members of visible minorities and aboriginal persons. The expected date of appointment is September 1997, and applications will close February 28, 1997. Letters of application should be accompanied by a curriculum vitae and the names of three referees. They should be sent to: Chair, Science Education Search Committee, Department of Educational Studies, 3700 McTavish Street, Montreal QC, H3A 1Y2; (Fax 514-398-4529).

MCGILL UNIVERSITY — The Department of Second Language Education invites applications for a tenure-track position to be filled, subject to budgetary approval, at the Assistant Professor rank effective September 1997. Successful candidates will possess expertise in this area of responsibility: Teaching English as a Second Language (TESL). The department offers pre-service and in-service teather education programmes leading to B.Ed. M.Ed. M.A. and PhD degrees. We are seeking an individual to teach undergraduate and graduate courses in TESL methodology/teather education, supervise undergraduate student teaching practica and direct monographs/thesis research in this area. The candidate should have a PhD in second language education and ESL/EFL teaching experience at the elementary, secondary, or university level. Preference will be given to candidates with a research focus on second language teacher education/development and evidence of scholarly and professional activity in this area. A working knowledge of French and knowledge of the Quebec educational milieu is an asset. Interested candidates should send their curriculum vitae including three references to: Dr. C. Turner, Chair, Search Committee, Department of Second Language Education, McGill University, 3700 McTavish, Montreal, Quebec H3A 1Y2. Fax (514) 398-5595. In letters, applicants and referees should explicitly address our expectations for excellence in teaching, research and professional supervision, and leadership. The deadline for submission is February 1, 1997. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McGill University is committed to the principles of employment equity and encourages applications from all qualified individuals. The 1996 base salary for Assistant Professor is $43,000.00 (CDN).

ENGINEERING

CONCORDIA UNIVERSITY — The Department of Mechanical Engineering at Concordia University is seeking applications for a full-time tenure track faculty position at the Assistant or Associate Professor level starting June 1997. The department offers B. Eng., M. Eng., M.A. Sc., and Ph.D program and has a well established and well-funded faculty research activity. The Department also has three strong research centers with focus on Industrial Control, Vehicle Engineering and Composites and a strong research laboratory on Computational Fluid Dynamics. Candidates should have a Bachelor's and a Ph.D degree in Mechanical Engineering with a strong background in Mechanical Engineering Design and Drawing. Candidates should have industrial experience and must be eligible for professional regis-

DEAN — FACULTY OF APPLIED SCIENCE

The University of British Columbia seeks applications and nominations for an individual with energy, vision and creative leadership abilities for the position of Dean of the Faculty of Applied Science, to take office July 1, 1997.

UBC is a publicly supported university comprising twelve faculties, nine schools and numerous centres and institutes. The University ranks amongst the leading universities in North America and has a strong commitment to internationalization.

The Faculty of Applied Science serves the needs of three distinct professions; Engineering, Architecture and Nursing, and consists of six Engineering departments, a School of Architecture and a School of Nursing. Bachelor, Master and Doctoral degree programs are offered in most disciplines. In addition, the Faculty offers non-degree programs through its continuing education offices. The undergraduate and graduate enrollments are approximately 2,600 and 840 students, respectively. The full-time professorial staff of the Faculty exceeds 180 and its annual operating budget is about $19 million. The Faculty attracts approximately $15 million in annual research funding.

As the senior executive officer of the Faculty, the Dean is expected to provide dynamic leadership within the professions, University and Faculty so that the Faculty can achieve its prime objectives, i.e., to attract highly talented and motivated students; to provide them with a broadly-based education, specific subject knowledge, and leadership qualities; and to engage in innovative research and professional practice as a service to society and to the professions. The Dean must strive to create an environment for students, staff and faculty which supports their professional and personal development. The successful candidate will be an internationally recognized scholar with proven administrative abilities. Candidates must have the academic credentials, and scholarly record or professional achievement consistent with an appointment to the academic rank of professor.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. The University of British Columbia welcomes all qualified applicants, especially women, Aboriginal people, visible minorities and persons with disabilities. Please direct inquiries to: **Dr. Daniel R. Birch, Vice President Academic and Provost, the University of British Columbia, 6328 Memorial Road, Vancouver, BC V6T 1Z2, no later than November 30, 1996.**

DIRECTOR — *Fred C. Manning School of Business Administration*

ACADIA UNIVERSITY

Acadia University is seeking applications and nominations from individuals with vision, energy and creative leadership abilities for the position of Director of the Fred. C. Manning School of Business Administration, effective 1 July 1997 for a six-year term. It is expected that the Director will be appointed at a senior academic rank. The School is part of the Faculty of Professional Studies, with 550 full-time undergraduate students and twenty full-time faculty members.

The Director will have proven administrative ability, business experience, a dedication to teaching and research, a record of professional achievement, and an ability to provide dynamic and collegial leadership within the School. The Director will be expected to develop strong positive relationships and programs with other academic units and the business community. Related professional schools include Computer Science and Engineering.

Located in Wolfville, Nova Scotia in the beautiful Annapolis Valley, Acadia University is a top ranked primarily undergraduate institution recognized for its excellence in teaching and scholarly activity.

Applicants are invited to write in confidence enclosing a curriculum vitae and the names of three references. Applications and nominations must be received by *4:00 p.m. on Friday, 6 December 1996*, and should be addressed to *Dr. William G. McLeod, Acting Dean, Faculty of Professional Studies, Acadia University, Wolfville, NS, B0P 1X0.*

Wolfville Nova Scotia

Acadia University is an equal opportunity employer.

FULL/ASSOCIATE PROFESSOR

Faculty of Continuing Education

The Faculty of Continuing Education at The University of Calgary seeks a flourishing teacher and scholar for a senior tenure-track appointment at the Full or Associate Professor rank, depending on qualifications and experience.

The Faculty offers a Master of Continuing Education (MCE) specializing in "Workplace Learning." Now in its second year, this innovative degree is attracting highly motivated professionals from across Canada. Utilizing a dynamic blend of face-to-face and technology-based methods, the Master's develops tomorrow's leaders in the study and practice of learning in the workplace.

As a senior member of our interdisciplinary team, your primary task is to take this exciting program forward. You also identify and cultivate parallel degree and non-degree program opportunities. You are engaged in all aspects of faculty activity, ranging from teaching and advising students to building business and community partnerships. You are expected to make substantial contributions to scholarship, as well as to university and public service.

Qualifications: An earned doctorate with an emphasis in organizational learning, adult teaching and learning, organizational behaviour, training and development, human resources, or a related field. You must also demonstrate a record of effective teaching and significant scholarship, consistent with a senior appointment. Definite assets would be experience in teaching with technology (computer-mediated communication, teleconferencing, etc.) success in obtaining research grants, and job experience/consulting in workplace learning outside the academic setting.

The preferred starting date is July 1, 1997. The salary scale for the appropriate level of appointment will apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Calgary is committed to Employment Equity.

The closing date for applications is December 16, 1996. Please send your application and a resume, together with the names, addresses, telephone and fax numbers of three references, to:

Professor Iwan Saunders
Chair, Academic Selection Committee
Faculty of Continuing Education
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta T2N 1N4

THE UNIVERSITY OF CALGARY

www.ucalgary.ca

tration in the Order of Engineers in Quebec or in another Canadian province. Knowledge of French is an asset. The successful candidate will be required to teach both undergraduate courses in Mechanical Engineering and seek external funding for research, demonstrate scholarly productivity through publications, and develop fruitful contacts with industry. Applications, including detailed curriculum vitae and names of at least three referees, should be sent to Dr. S.V. Hoa, Chair, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Boulevard West # 549, Montreal, Quebec H3G 1M8. In accordance with Canadian immigration requirements, priority shall be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities, and disabled persons. All things being equal, women candidates shall be given priority.

CONCORDIA UNIVERSITY — Department of Electrical and Computer Engineering is seeking applicants for Visiting Scientists, Post-doctoral Fellows, and Research Associates. Candidates are sought in the areas of: robotics, signal processing, control systems, circuit theory, VLSI, semiconductor physics, microwave transmission, antennas, electromagnetic compatibility, power electronics, distributed computing, VLSI algorithms, design automation for VLSI, and software engineering. Interested applicants should send a resumé and names of at least three references to: Dr. J.C. Giguère, Chair, Department of Electrical and Computer Engineering, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, Tel: (514)848-3142, Fax:(514)848-2802, e-mail: charlesg@ece.concordia.ca Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority shall be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF TORONTO — Assistant Professor in Civil Engineering. The Department of Civil Engineering at the University of Toronto invites applications for a tenure stream position at the Assistant Professor level. The appointment to this position will be made 1 July 1997, or as soon as possible thereafter. There is specific interest in candidates with strong research and professional activities and experience in the design, construction and management of large-scale Civil Engineering infrastructure and in the business and entrepreneurial aspects of Civil Engineering projects. Applicants should hold a doctoral degree or equivalent, be eligible for registration as a Professional Engineer in Ontario, and have a demonstrated commitment to teaching and research in the university environment. The successful candidate will be expected to conduct research, supervise graduate students, and teach postgraduate and undergraduate courses in her or his field of interest and to contribute to the teaching of other engineering courses at the undergraduate level. Salary is commensurate with qualifications and experience. Applicants should send a detailed curriculum vitae, a statement concerning research, teaching and professional interests, and a list of at least three referees to Professor Barry J. Adams, Chair, Department of Civil Engineering, University of Toronto, Toronto, Ontario, Canada, M5S 1A4. The closing date for receipt of applications is 30 November 1996. The University encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF SASKATCHEWAN — Department of Mechanical Engineering invites applications for NSERC/AECL Chair in Advanced Engineering Design. This is a tenure-track position with appointment at the Associate Professor or Full Professor level commensurate with the qualifications and experience of the candidate. This research chair in the area of advanced engineering design is jointly funded for a total one million dollars over a three-year period by the Natural Sciences and Engineering Research Council of Canada and Atomic Energy of Canada Limited. The Chair could be extended to another five-year term. The chair holder will have an engineering background (preferably in Mechanical or Industrial Engineering) with considerable computational and design expertise. The candidate should possess a PhD have industrial design experience and have a good research track record and will take up this position on July 01, 1997, or as soon thereafter as possible. The candidate should be qualified for registration as a Professional Engineer in the Province of Saskatchewan. The chair holder will be responsible for continuing the development and management of an active research program in advanced engineering design. The research project currently underway include knowledge-aided conceptual design methodology for mechanical systems; modular design for assembly and upgrading; product life cycle cost modeling; dynamic scheduling for large construction projects; design for maintainability of large structure; product life cycle configuration management. This research, involving the complete design process, is inherently interdisciplinary in nature and broad in scope. The chair holder is expected to assume a leadership role in design research and to establish linkages with industry. The Department has an Advanced Engineering Design laboratory equipped with networked workstations (SGI and HP) and several Dell Pentium PC's, and advanced software systems for computer-aided design research. Additional and manufacturing laboratory also exists for support work in this area. The University of Saskatchewan, with over 18,000 full and part time students, is housed in an attractive campus overlooking the South Saskatchewan River in Saskatoon, a city of about 200,000 people. In the College of Engineering, there are 72 faculty, 1150 undergraduate students and close to 350 graduate students and excellent facilities for research. Within the Mechanical Engineering Department, there are 20 faculty, over 200 undergraduate students and 80 graduate students pursuing M.Eng., and M.Sc. and PhD degrees. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. Please forward applications, including curriculum vitae and three references to Dr. Greg J. Schoenau, Professor and Head, Department of Mechanical Engineering, University of Saskatchewan, 57 Campus Drive, Saskatoon, Saskatchewan, Canada S7N 5A9.

UNIVERSITY OF ALBERTA, Department of Electrical and Computer Engineering invites applications for six tenure-track faculty positions at the Assistant/Associate Professor level starting July 1, 1997. The salary range for the Assistant/Associate Level is $39,230 to $63,664. Three of the vacancies are in the Computer Engineering area with one intended for the position of Director of Computer Engineering (rank and salary commensurate with experience). The successful applicants will be qualified to teach undergraduate and graduate courses in their area of specialty and in the core curriculum. As well, the applicants will be expected to supervise both MSc and PhD graduate students and to demonstrate leadership in the development of research programs. Applications are invited in all areas relevant to Electrical Engineering with particular emphasis on: Computer Engineering (specializations of interest include but are not limited to VLSI design, CAD tools, software engineering, computers and communications, robotics and sensor fusion, multi-media engineering and computer architecture); Controls and Robotics (specializations of interest include digital signal processing, intelligent control, computer control and robotics); Communications (specializations of interest include networks systems, circuits and components for wireless and/or optical communications); and Laser-plasma studies (specializations of interest include ultrashort pulse lasers, high field interactions, x-ray generation, x-ray lasers, medical lasers and sensing). Other research areas of interest include microelectronic devices and processes, optoelectronics, photonics, electromagnetics, power electronics, switchmode power supplies and industrial application of EM. Applicants must have a doctorate degree (or pending) and a strong commitment to teaching and research, industrial experience will be considered an asset. The Department of Electrical and Computer Engineering has a full-time academic staff complement of 31 which will increase to 34 over the next 3 years. Opportunities exist for collaborative research with other Engineering Departments, the Department of Computing Science and local research institutes including the Alberta Microelectronic Centre and Telecommunications Research Laboratories. Additional information on the Department can be found on its web page http://www.ee.ualberta.ca. To apply, send a curriculum vitae including employment history, a statement concerning research and teaching interests and the names of at least three references to: Dr. C.E. Capjack, Chair, Department of Electrical and Computer Engineering, The University of Alberta, Edmonton, Alberta, Canada T6G 2G7. Applications will be accepted until January 10, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — Department of Civil and Environmental Engineering. C.W. Carry Professor of Steel Structures. The Position: As a result of the retirement of the current Chairholder, Professor G.L. Kulak, applications are being sought for the C.W. Carry Professor of Steel Structures. The appointment is intended to start on July 1, 1997. The objectives of the C.W. Carry Chair in Steel Structures are to advance, enhance, and promote the use of steel in buildings, bridges, and other such structures. This will be done by continuing and strengthening the internationally recognized research activities in the behaviour and design of steel structures that now exist in the Department of Civil and Environmental Engineering at the University of Alberta. The activities of the C.W. Carry Chair will include significant education and service components through the teaching of steel design to both undergraduate and graduate students and by outreach to practicing engineers and architects. Appointment will be at the rank of Professor at a salary commensurate with experience. The base salary for full Professor is $60,673. The University: The University of Alberta, founded in 1908, is one of the largest universities in Canada with 25,000 undergraduate and 4,000 graduate students. The Department has approximately 225 graduate students. The University is situated in the heart of Edmonton on the banks of the North Saskatchewan River. Edmonton has a population of 700,000 people, and offers a diverse array of cultural and sporting activities year round. The City has one of the lowest costs of living in Canada. The Rocky Mountain National Parks of Jasper and Banff are readily accessible from Edmonton by modern express highways, providing access to some of the finest skiing, kayaking, cycling, camping, backpacking and fishing in the world. Application Procedure: Applicants should send a curriculum vitae including employment history, a statement concerning research and teaching interests, and names of at least three referees to: Dr. N.R. Morgenstern, Chair, Department of Civil and Environmental Engineering, University of Alberta, Edmonton, Alberta T6G 2G7; Telephone: (403) 492-7620; Fax: (403) 492-0249. Application Deadline: 31 January 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Civil Engineering has established an international reputation in Wind Engineering as well as Geotechnical and Geoenvironmental Engineering. It receives a high level of funding from granting bodies such as NSERC combined with very strong industrial support through the Boundary Layer Wind Tunnel Laboratory and the Geotechnical Research Centre. In addition, the Department is active in the Centre for Construction Studies at The University of Western Ontario. The Department invites applications for a tenure track position at the assistant/associate professor level in wind engineering with emphasis on environmental or computational wind engineering or overlapping experience in natural hazard engineering. Applicants should hold a PhD degree, be broadly based academically, and have a demonstrated ability to complement and expand the existing areas of expertise. Applicants should have a proven relevant research record, excellent communication and teaching skills, an indicated ability to work closely with industry, and be eligible for registration as a professional engineer in Ontario. Past teaching or professional engineering experience is expected and will be an important consideration in the selection of the successful candidates. The successful applicant will be expected to develop a vigorous research activity, supervise graduate students, instruct in undergraduate and graduate courses, and participate in other educational and professional activities. Salary and rank will be commensurate with experience and proven record of excellence. Preference may be given to appointments at the assistant professor level. Applications will be accepted until February 28, 1997. Applications, including curriculum vitae, statement of research objectives and the names of three referees should be addressed to: Dr. R.K. Rowe, P.Eng., Chair, Department of Civil Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9; Tel: (519) 661-2139; FAX: (519) 661-3779. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Civil Engineering. Tenure Track position in Wind Engineering. The Department of Civil Engineering has established an international reputation in Wind Engineering as well as Geotechnical and Geoenvironmental Engineering. It receives a high level of funding from granting bodies such as NSERC combined with very strong industrial support through the Boundary Layer Wind Tunnel Laboratory and the Geotechnical Research Centre. In addition, the Department is active in the Centre for Construction Studies at The University of Western Ontario. The Department invites applications for a tenure track position at the associate/full professor level in wind engineering. Applicants should hold a PhD degree, be broadly based academically, and have a demonstrated ability to complement and expand the existing areas of expertise. Applicants should have a proven research record in wind engineering, experience in wind tunnel studies related to buildings, bridges, and other structures, excellent communication and teaching skills, an indicated ability to work closely with industry, and be eligible for registration as a professional engineer in Ontario. Past teaching or professional engineering experience is expected and will be an important consideration in the selection of the successful candidates. The successful applicant will be expected to develop a vigorous research activity, supervise graduate students, instruct in undergraduate and graduate courses, and participate in other educational and professional activities. Salary and rank will be commensurate with experience and proven record of excellence. Applications will be accepted until December 31, 1996. Applications, including curriculum vitae, statement of research objectives and the names of three referees should be addressed to: Dr. R.K. Rowe, P.Eng., Chair, Department of Civil Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9; Tel: (519) 661-2139; FAX: (519) 661-3779. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO — Department of Civil Engineering. Tenure Track position in Wind Engineering. The Department of Civil Engineering has established an international reputation in Wind Engineering as well as Geotechnical and Geoenvironmental Engineering. It receives a high level of funding from granting bodies such as NSERC combined with very strong industrial support through the Boundary Layer Wind Tunnel Laboratory and the Geotechnical Research Centre. In addition, the Department is active in the Centre for Construction Studies at The University of Western Ontario. The Department invites applications for a tenure track position at the associate/full professor level in wind engineering. Applicants should hold a PhD degree, be broadly based academically, and have a demonstrated ability to complement and expand the existing areas of expertise. Applicants should have a proven research record in wind engineering, experience in wind tunnel studies related to buildings, bridges, and other structures, excellent communication and teaching skills, an indicated ability to work closely with industry, and be eligible for registration as a professional engineer in Ontario. Past teaching or professional engineering experience is expected and will be an important consideration in the selection of the successful candidates. The successful applicant will be expected to develop a vigorous research activity, supervise graduate students, instruct in undergraduate and graduate courses, and participate in other educational and professional activities. Salary and rank will be commensurate with experience and proven record of excellence. Applications will be accepted until December 31, 1996. Applications, including curriculum vitae, statement of research objectives and the names of three referees should be addressed to: Dr. R.K. Rowe, P.Eng., Chair, Department of Civil Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9; Tel: (519) 661-2139; FAX: (519) 661-3779. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO — Department of Civil Engineering. Tenure Track position in Wind Engineering. The Department of Civil Engineering has established an international reputation in Wind Engineering as well as Geotechnical and Geoenvironmental Engineering. It receives a high level of funding from granting bodies such as NSERC combined with very strong industrial support through the Boundary Layer Wind Tunnel Laboratory and the Geotechnical Research Centre. In addition, the Department is active in the Centre for Construction Studies at The University of Western Ontario. The Department invites applications for a tenure track position at the associate/full professor level in wind engineering. Applicants should hold a PhD degree, be broadly based academically, and have a demonstrated ability to complement and expand the existing areas of expertise. Applicants should have a proven research record in wind engineering, experience in wind tunnel studies related to buildings, bridges, and other structures, excellent communication and teaching skills, an indicated ability to work closely with industry, and be eligible for registration as a professional engineer in Ontario. Past teaching or professional engineering experience is expected and will be an important consideration in the selection of the successful candidates. The successful applicant will be expected to develop a vigorous research activity, supervise graduate students, instruct in undergraduate and graduate courses, and participate in other educational and professional activities. Salary and rank will be commensurate with experience and proven record of excellence. Applications will be accepted until December 31, 1996. Applications, including curriculum vitae, statement of research objectives and the names of three referees should be addressed to: Dr. R.K. Rowe, P.Eng., Chair, Department of Civil Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9; Tel: (519) 661-2139; FAX: (519) 661-3779. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO — Department of Civil Engineering. Tenure Track position in Wind Engineering. The Department of Civil Engineering has established an international reputation in Wind Engineering as well as Geotechnical and Geoenvironmental Engineering. It receives a high level of funding from granting bodies such as NSERC combined with very strong industrial support through the Boundary Layer Wind Tunnel Laboratory and the Geotechnical Research Centre. In addition, the Department is active in the Centre for Construction Studies at The University of Western Ontario. The Department invites applications for a tenure track position at the associate/full professor level in wind engineering. Applicants should hold a PhD degree, be broadly based academically, and have a demonstrated ability to complement and expand the existing areas of expertise. Applicants should have a proven research record in wind engineering, experience in wind tunnel studies related to buildings, bridges, and other structures, excellent communication and teaching skills, an indicated ability to work closely with industry, and be eligible for registration as a professional engineer in Ontario. Past teaching or professional engineering experience is expected and will be an important consideration in the selection of the successful candidates. The successful applicant will be expected to develop a vigorous research activity, supervise graduate students, instruct in undergraduate and graduate courses, and participate in other educational and professional activities. Salary and rank will be commensurate with experience and proven record of excellence. Applications will be accepted until December 31, 1996. Applications, including curriculum vitae, statement of research objectives and the names of three referees should be addressed to: Dr. R.K. Rowe, P.Eng., Chair, Department of Civil Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9; Tel: (519) 661-2139; FAX: (519) 661-3779. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

DIRECTOR OF PROGRAMS

Faculty of Continuing Education

The Faculty of Continuing Education at The University of Calgary seeks an accomplished and effective program administrator for a tenure-track appointment at the Assistant or Associate Professor rank, depending on qualifications and experience.

Utilizing an interdependent team-based approach, the Faculty provides a substantial continuing education program on a cost-recovery basis. We annually offer in the range of 1,000 courses with over 21,000 registrants. The hallmark of our success is quality learning; we meet student needs in a timely fashion, in accessible formats and locations, using a variety of learning methodologies. Our challenge is to sustain this quality, embrace new opportunities, and secure a sound financial future.

Responsibilities: Reporting to the Dean, your primary task is to oversee and support the five program teams and to help forge new ventures. Your responsibilities include financal management, budget control, identifying new program initiatives, building business and community partnerships, strategic marketing, and human resource planning. You will also have opportunities to pursue programming of your own. You are expected to research and publish, and to provide university and public service.

Qualifications: A graduate degree, preferably a doctorate, with at least five years of experience in program administration preferably at an educational institution. You demonstrate strong interpersonal skills, strong written and oral communication skills, and the proven capability to work well in a team-based environment.

The preferred starting date is March 1, 1997. The salary scale for the appropriate level of appointment will apply.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Calgary is committed to Employment Equity.

The closing date for applications is December 16, 1996. Please send you application and resume, together with the names, addresses, telephone and fax numbers of three references, to:

Professor Iwan Saunders
Chair, Academic Selection Committee
Faculty of Continuing Education
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta T2N 1N4

THE UNIVERSITY OF CALGARY

www.ucalgary.ca

DEAN — FACULTY OF AGRICULTURAL SCIENCES

The University of British Columbia seeks applications and nominations for an individual with energy, vision and creative leadership abilities for the position of Dean of the Faculty of Agricultural Sciences, to take office July 1, 1997.

UBC is a publicly supported university comprising twelve faculties, nine schools and numerous institutes and centres. It ranks among the leading teaching and research institutions in North America and is strongly committed to internationalization with a stated mission to be a world-renowned institution of higher education and research.

With full support from the University, the Faculty of Agricultural Sciences is engaged in redefining and sharpening its focus. The Faculty currently comprises Departments of Agricultural Economics, Animal Science, Food Science, Plant Science and Soil Science; a School of Family and Nutritional Sciences and a program in Landscape Architecture. A botanical garden and an off-campus farm contribute to education and research. Approximately 700 students are enrolled in undergraduate programs and 200 at the graduate level. Professional development courses and programs are offered in face-to-face and distance education environments. Faculty number approximately 60 and staff 50.

As the senior executive officer of the Faculty, the Dean is expected to provide dynamic leadership within the Faculty and the University, and to maintain strong, productive relationships with the external professional, government, industry and public constituencies related to the Faculty's programs. The successful candidate will be an internationally recognized scholar dedicated to research and teaching and with proven administrative ability. Candidates must have the academic credentials, and record of scholarly or professional achievement consistent with an appointment to the academic rank of Professor.

In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada. The University of British Columbia welcomes all qualified applicants, especially women, Aboriginal people, visible minorities and persons with disabilities. Please direct inquiries to **Dr. Daniel R. Birch, Vice President Academic and Provost, University of British Columbia, 6326 Memorial Road, Vancouver, BC V6T 1Z2**, no later than **November 30, 1996**.

DEAN — Faculty of Professional Studies

ACADIA UNIVERSITY

Acadia University invites applications and nominations for the position of Dean, Faculty of Professional Studies, to take office July 1, 1997.

The Faculty consists of the Schools of Business Administration, Education, and Recreation and Physical Education.

Reporting to the Vice President (Academic) and Provost, the Dean is responsible for the supervision of academic programs and Faculty budget. Candidates will have demonstrated ability in teaching, scholarship and administration, and a commitment to facilitate institutional growth and development.

Acadia University has launched the Acadia Advantage Program bringing access to the world's knowledge to each site in classrooms and across the campus. The Dean will be expected to help provide leadership in the development of this programme and its application to the community.

Inquiries, nominations and applications should be addressed to:

Dr. Maurice Tugwell
Acting Vice-President (Academic) & Provost
Acadia University
Wolfville, Nova Scotia, Canada
B0P 1X0
E-Mail: maurice.tugwell@acadiau.ca
Fax: (902) 542-4748

by ***January 2, 1997***. Applications should include a curriculum vitae and the names of three referees.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Wolfville
Nova Scotia

Acadia University is an Equal Opportunity Employer.

CLASSIFIEDS

UNIVERSITY OF ALBERTA — Mining Engineering. Assistant Professor — The Position: Applications and nominations are invited for a full-time tenure-track position in Mining Engineering. The appointment is intended to start July 1, 1997 but could start earlier. Candidates should have a strong interest in one or more of the following fields: surface mining systems; materials handling and transportation; mine equipment selection and maintenance; mine planning and design, ore reserve estimation; and operations research. Consideration will also be given to outstanding candidates with other specialties in Mining Engineering. The successful candidate should have some relevant industrial experience and will have a PhD in Mining Engineering. The intention is to appoint at the level of Assistant or Associate Professor, although an appointment at a higher level may be considered for an outstanding candidate. The current base salaries for Assistant and Associate professor are $39,230 and $48,736 respectively. This faculty member will be required to teach undergraduate and graduate courses in mining engineering, supervise graduate students, and carry out an active research program in his/her areas of specialization. Demonstrated ability and willingness to conduct research in cooperation with the mining industry, and to publish scholarly research are essential. Strong leadership abilities are needed to continue development of the mining program, in close cooperation with an Industry Advisory Committee, with the objective of it becoming an internationally recognized "Centre of Excellence in Surface Mining." The University: Further information on the University of Alberta is readily available at: www.cvt.ualberta.ca Application Procedure: In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should send a curriculum vitae including employment history, a statement concerning research and teaching interests, and names of at least three referees to: Director, School of Mining and Petroleum Engineering, Department of Civil and Environmental Engineering, University of Alberta, Edmonton, Alberta, T6G 2G7; Telephone: (403) 492-2667; Fax: (403) 492-0249. Application Deadline: 31 January 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — Petroleum Engineering. (2 positions). The Position: Applications and nominations are invited for two full-time tenure-track positions in Petroleum Engineering. The appointment is intended to start July 1, 1997 but could start earlier. Candidates should have a strong interest in one or more of the following fields: oil and gas reservoir engineering; formation evaluation and well logging; drilling; production and completion; well test analysis; heavy oil recovery; and property evaluation. Candidates for both positions should have strong complementary interests in energy economics, project economics and management, and trends in engineering education. The intention is to make one appointment at the level of Professor, and the other at a more junior level. The current base salaries for assistant, associate, and full professor are $39,230, $48,736 and $60,673, respectively. These faculty members will be required to teach undergraduate and graduate courses in Petroleum Engineering, supervise graduate students and carry out an active research program in their areas of specialization. Demonstrated ability and willingness to conduct research in cooperation with the petroleum industry, and to publish scholarly research are required. For the more senior appointment, strong leadership capabilities are essential to continue development of the petroleum program and to foster close cooperation with the Petroleum Industry. The University: Further information on the University of Alberta is readily available at: www.cvt.ualberta.ca Application Procedure: In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should send a curriculum vitae including employment history, a statement concerning research and teaching interests, and names of at least three referees to: Director, School of Mining and Petroleum Engineering, Department of Civil and Environmental Engineering, University of Alberta, Edmonton, Alberta T6G 2G7; Telephone: (403) 492-2867; Fax: (403) 492-0249. Application Deadline: 31 January 1997. The University of Alberta is committed to the principle of equity in employment. At an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — The Department of Civil & Environmental Engineering is seeking staff for the following positions: Environmental Engineering (2 positions); Environmental Hydraulics Engineering (1 position); Geotechnical Engineering (1 position). Appointment is expected to be at the Assistant Professor level in the salary range of $39,230 to $55,526. Starting date: July 1, 1997. The Positions: Environmental Hydraulics Engineering: Candidates should have an earned doctorate and a strong background in experimental hydraulics, hydrology, and fluid mechanics applied to environmental engineering problems. Additional background in biological and chemical processes in aquatic environments will be considered favourably. The successful candidate will be expected to conduct research and supervise graduate students in his or her field of interest, teach postgraduate courses in Water Resources Engineering, and assist in the teaching of other engineering courses at the undergraduate level. Environmental Engineering (2 positions): Candidates should have a strong research interest in: i) numerical analysis and advanced mathematical modelling techniques in Environmental Engineering systems and processes, and ii) Environmental engineering processes and systems with a strong work interest in environmental chemistry. The successful candidate will enjoy working in a collaborative environment on a wide range of topics. Outstanding candidates with abilities in other aspects of Environmental Engineering will be considered. Applicants should hold a doctoral degree or equivalent and have demonstrated commitment to teaching and research in the university environment. The successful candidate will be expected to conduct research and supervise graduate students in his or her fields of interest, teach postgraduate and undergraduate courses in environmental engineering and assist in the teaching of other engineering courses at the undergraduate level. Geotechnical Engineering (1 position): We seek candidates with strong research interests. In addition, industrial experience will be regarded favorably. Outstanding candidates with abilities in any aspect of Geotechnical Engineering will be seriously considered. Applicants should hold a doctoral degree in Geotechnical or Geological Engineering or equivalent and have a demonstrated commitment to teaching and research in a university environment. The successful candidate will be expected to conduct research and supervise graduate students in his or her field of interest, teach postgraduate courses in Geotechnical Engineering, and assist in the teaching of other engineering courses at the undergraduate level. The University: Further information on the University of Alberta is readily available at: www.cvt.ualberta.ca. Application Procedure: In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should send a curriculum vitae including employment history, a statement of their specific teaching and research interests, and the names and addresses of three referees to: Dr. J.G. Locker, P.Eng., Dean, Faculty of Engineering, Lakehead University, Thunder Bay, Ontario, Canada P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

THE UNIVERSITY OF WATERLOO — The Department of Electrical & Computer Engineering at the University of Waterloo invites applications for the following six tenure-track faculty openings in the department: (i) RF Integrated Circuits for Wireless Communication Systems with research interests and record in one or more of the following: VLSI RF circuit and systems; high speed devices, characterization and modelling; VLSI technologies (process modelling) for RF analog/digital systems and components; (ii) RF Technologies for Wireless Communications with research interests and record in one or more of the following: microwave integrated circuits; simulation and design of active and passive RF circuits and systems; microwave and antenna theory; (iii) Automated Design of Digital Systems with research interests and record in areas such as: synthesis and verification; design for testability; hardware/software codesign; (iv) Software Maintenance with research interests and record in, but not limited to reverse engineering, program understanding, reengineering and reuse; (v) Power Electronics and Systems with research interests and record in one or more of the following: power drives; power quality; flexible AC transmission systems (FACTS); transportation systems; (vi) Digital Communications with research interests and record in areas such as: spread spectrum; wired/wireless networks, mobile communications. For more information please visit the webb (www) site http://www.ece.uwaterloo.ca. The level of appointment and salary will be commensurate with the qualifications of the candidate. The candidate must have an earned doctorate degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent PhD graduates. Applications with complete curriculum vitae and names of at least three references should be sent to: Professor A.J. Heunis, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is primarily directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native people, and persons with disabilities.

UNIVERSITY OF WATERLOO — The Department of Electrical and Computer Engineering at the University of Waterloo is seeking outstanding candidates for two faculty positions in the area of wireless communications for its Centre for Wireless Communications (CWC). The CWC, created under the auspices of a donation of one million dollars from Ericsson Communications Canada over a period of five years, aims at developing comprehensive graduate education in wireless communications. The goal is to train highly qualified personnel in the field of wireless communications. The University of Waterloo-Ericsson Communications Canada partnership will strive toward the establishment of a world class research facility in wireless communications. As an industrial leader in wireless communications, Ericsson Communications Canada has the capacity to enrich the research and graduate education infrastructure to enable the CWC to conduct leading edge research in wireless and hybrid wire and wireless communications. One position is for a tenure-track appointment, and the other one is a fixed term appointment for three years renewable for a further two-year term. The successful candidates are expected to help the CWC with the teaching and supervision of graduate students in the wireless communications program. These faculty will be accorded the title Ericsson Fellow. The candidate for one of the positions should be a recent graduate with an earned PhD and expertise in transmission techniques, multiple access control, performance modelling and analysis in the context of wireless communications networks. For the other position, the candidate should be a recent graduate with an earned PhD and expertise in resource management, routing and control, and performance analysis in wireless/wireline networks. For more information please visit the web (WWW) site, http://www.ece.uwaterloo.ca. The level of appointment and salary will be commensurate with the qualifications of the candidates. The candidates must have a strong commitment to research and teaching. Applications with complete curriculum vitae and names of at least three referees should be sent to: Professor J.W. Mark (OACA-CWC), Dept. of Elect. & Comp. Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration require-

Oral Biology

Applications are invited for a tenure track appointment as Assistant Professor, commencing July 1, 1997 or earlier. Applicants must have a PhD and/or D.M.D/D.D.S. and published evidence of research ability. The successful candidate will be required to teach histology, anatomy and related area to dental and dental hygiene students, and to participate in faculty courses at the graduate level. Preference will be given to candidates with research experience in molecular/cell biology. The successful candidate will be expected to develop a strong externally-funded research programme. The Department of Oral Biology is multidisciplinary and carries out research in anatomy, biochemistry, cell biology, oral physiology, microbiology and developmental biology. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. The University offers a smoke free environment. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary range $41,000 - $48,000, depending on qualifications and experience. The position is subject to final budget approval. A letter of application, including curriculum vitae, statement of research interests and the names and addresses of three referees should be forwarded to: **Dr. N. Fleming, Head, Department of Oral Biology, 780 Bannatyne Avenue, Winnipeg, Manitoba R3E 0W2, Canada.** Closing date for receipt of applications is **December 31, 1996**

COLLEGE OF LAW
UNIVERSITY OF SASKATCHEWAN
invites applications for

THE ARIEL F. SALLOWS CHAIR of HUMAN RIGHTS

- The Ariel F. Sallows Chair will be of interest to persons who have made distinguished contributions to the research or practice of human rights. The accomplishments of the applicant can be within any discipline relating to human rights, and may have been made anywhere in the world.
- The holder of the Chair, although responsible for teaching one human rights seminar to be designed in accordance with his or her expertise and interest, will be primarily engaged in pursuing research projects concerning human rights. Office space, secretarial services, limited travel funds, and other research support will be provided.
- The value of the award will be commensurate with the experience and standing of the holder. The length of occupancy is subject to negotiation, but in no case may exceed two years. The tenure of the award must be spent in residence at the College of Law, University of Saskatchewan.
- Interested persons may write to:
  R. Peter MacKinnon, Dean of Law
  College of Law, University of Saskatchewan
  15 Campus Drive
  Saskatoon, Saskatchewan
  Canada S7N 5A6
- The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.
- In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

VICE-PRESIDENT (ACADEMIC) & PROVOST

ACADIA UNIVERSITY

Acadia University invites applications from and nominations of qualified individuals for the position of Vice-President (Academic) and Provost to take office on 1 July 1997

Acadia University, founded in 1838, has a long tradition of excellence in undergraduate teaching and research in the liberal arts and sciences as well as in selected graduate programmes and professional schools including Business, Computer Science, Engineering, Education, Nutrition and Food Science, Recreation and Physical Education, Music and Theology. The University has a limited enrolment of approximately 3,500 full-time students, fifty percent of whom live on campus.

The Vice-President (Academic) and Provost, reporting to the President and Vice-Chancellor, is the Chief Academic Officer of the University and is responsible for all academic programmes and their support services as well as student issues. The appointee will have demonstrated academic leadership and appropriate administrative skills. Acadia is looking for a Vice-President (Academic) and Provost who will be a dynamic leader in the development of academic programs and particularly the exciting Acadia Advantage Program.

The appointment normally will be made for a term of six years.

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an equal opportunity employer.

Written applications or nominations for this position, accompanied by a detailed curriculum vitae and the names of three referees, should be submitted by ***2 January 1997*** to:

Wolfville
Nova Scotia

Ms. Irene Armstrong
Secretary to the Search Committee
Office of the President and Vice-Chancellor
Acadia University
Wolfville, Nova Scotia
B0P 1X0

DIRECTOR — SCHOOL OF FAMILY & NUTRITIONAL SCIENCES

Applications and nominations are invited for the position of Director of the School of Family and Nutritional Sciences at the University of British Columbia. The Director is the academic and administrative leader of the School which delivers four undergraduate programs (Dietetics, Family Science, Home Economics, and Human Nutrition) and three graduate programs (M.A. in Family Studies, M.Sc. and PhD in Human Nutrition). The School is an administrative unit in the Faculty of Agricultural Sciences. It offers programs in the Faculty of Arts and the Faculty of Science, has linkages with the Faculty of Education, and the Director is a member of the University's Health Science Co-ordinating Committee. There are 15 full-time and 3 part-time faculty members in the School, with enrolments of ~400 undergraduate and ~35 graduate students. The School is housed in a modern building with excellent teaching and research facilities.

Applicants should have a doctoral degree and an outstanding academic record in one of the program areas taught in the School, sufficient to sustain a tenured appointment at the rank of Professor; have proven administrative experience in a multidisciplinary unit; and have the ability to provide creative leadership for the School's diverse research and teaching programs.

The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. This position is subject to final budgetary approval. The anticipated starting date is July 1, 1997. Nominations, inquiries or applications, including a curriculum vitae and the names of three referees should be directed to: **Dr. J.F. Richards, Dean, Faculty of Agricultural Sciences, The University of British Columbia, #248-2357 Main Mall, Vancouver, BC V6T 1Z4** no later than **December 31, 1996**. <E-mail: richards@unixg.ubc.ca>; Fax (604) 822-6394, Tel: (604) 822-2536.

UNIVERSITÉ YORK UNIVERSITY
Toronto, Canada

Studio Instructor/Assistant Professor (Probationary Tenure Stream)
Department of Visual Arts, Faculty of Fine Arts

Applications are invited for an entry level tenure-stream studio position with a primary concentration in analogue and digital time-based practices, and additional strength in printmaking. The applicant must be a practicing professional artist with a demonstrated record of exhibitions, screenings or public performances/installations with a working knowledge of contemporary theoretical and art practice.

An MFA Degree or the equivalent is required with a minimum of three years post-secondary teaching experience preferred. The successful applicant will have the capacity to teach at all levels of a B.F.A. honours programme and an M.F.A. programme. With a strong commitment to art practice, theory and to teaching, the applicant will have the capability of teaching in other studio or theory areas. This position requires a strong commitment both to administrative responsibilities and to curricular development.

Applications should include: a statement of interest reflecting professional strengths, current projects, and future plans; a teaching philosophy; a skills sheet and list of preferred areas of teaching; visual documentation of applicants' art practice in standard North American formats, eg: 35mm transparencies, VHS or 3/4 inch; a detailed curriculum vitae; the names and addresses of three referees. Application deadline is **January 10, 1997** for an effective date of appointment beginning July 1, 1997, subject to budgetary approval.

York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications should be sent to **Prof. Judith Schwarz, Chair, Search Committee, Department of Visual Arts, C.F.A. 232 York University, 4700 Keele Street, North York, Ontario, M3J 1P3.** For additional information: FAX: (416) 736-5447.

ments, this advertisement is primarily directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native people, and persons with disabilities.

ENGLISH

UNIVERSITY OF TORONTO — Writer-in-Residence Fellowship, 1998. Applications are invited from creative writers who are Canadian citizens or landed immigrants for this four-month appointment during January-April 1998. The Fellowship entails: delivering a public reading on each of the University's three campuses; conducting a weekly non-credit writing seminar and its attendant duties of commentary and consultation with a set number of qualified students; maintaining two open office hours weekly for consultations with students from across the University; submitting a final report on activities associated with the Fellowship. A stipend of $20,000.00 will be paid to the recipient, who will be appointed a Senior Resident at Massey College. Applications should include five copies of: a curriculum vitae; a single-page statement of your plans for the seminar, plus any other directly relevant materials (such as references from sponsors and clientele of earlier writer-in-residence appointments, if applicable). The Committee cannot consider incomplete applications. Please do not send samples of writing or tapes. Include address and, where possible, tel/fax/e-mail numbers. Applications should be sent to: Writer-in-Residence Fellowship Committee, Department of English, University of Toronto, Toronto, ON M5S 1A1. Deadline: All entries must be postmarked by January 6, 1997. Applicants will be informed of the outcome by the end of February 1997.

SIMON FRASER UNIVERSITY — Department of English. A tenure-track Assistant Professorship in Writing & Rhetoric. Starting 1 September 1997. Qualifications include a PhD and demonstrated strengths in teaching and research. The candidate will be involved in teaching in the English Department's Writing Centre, in its development and its research projects, as well as teaching in the English Department. Application, CV, names of three referees, and a statement of reasons for applying for the position should be sent to Dr. K. Mezei, Chair, Department of English, Simon Fraser University, Burnaby, B.C. V5A 1S6 by 15 December 1996. In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment, and offers equal employment opportunities to qualified applicants. This position is subject to final budgetary approval.

EPIDEMIOLOGY

YORK UNIVERSITY — Faculty of Pure and Applied Science, Kinesiology and Health Science. Applications are invited for a tenure-track position at the assistant professor level in Fitness and Health Epidemiology. The Department is particularly interested in applicants who have a fitness and exercise physiology background with a research focus on population trends and interventions for enhancing physical activity and fitness to achieve health promotion and disease prevention. A PhD is required. Duties will include teaching at the undergraduate level, and teaching/supervision in the Graduate Program in Exercise and Health Science. Priority will be given to an applicant with a promising publication record in refereed journals and who has the ability to develop a productive research program supported by external funding. Post doctoral experience would be an asset. Duties to commence July 1, 1997, subject to budgetary approval. Applicants should send a curriculum vitae, a covering letter stating future research goals, relevant reprints, personal e-mail address, and arrange to have the names, addresses and telephone numbers of three individuals who may act as references sent to: Dr. Norman Gledhill, Search Committee Chair, Kinesiology and Health Science, School of Physical Education, 344 Norman Bethune College, York University, 4700 Keele St., North York, Ont. M3J 1P3 (FAX: 416-736-5892). The deadline for applications is January 31, 1997. Information about York University can be found at http://www.yorku.ca/dept/physed/. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FINANCE

UNIVERSITY OF MANITOBA, Faculty of Management. Applications are invited for at least one tenure-track position in finance. The position is subject to budget approval. Rank is at the Assistant level. Visiting appointment is also possible. PhD or DBA completed or near completion required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. The University offers a smoke free work environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Applications should be sent to: Dr. Usha Mittoo, Chair, Finance Search Committee, Faculty of Management, University of Manitoba, Winnipeg, Manitoba, R3T 5V4. Applications should be submitted by January 7, 1997.

FRENCH

SIMON FRASER UNIVERSITY — French. There is one tenure-track position at the rank of Assistant Professor to be filled in the Department of French, Simon Fraser University, as of September 1, 1997. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This position is subject to budgetary approval. Qualifications: 1. PhD in French linguistics (syntax; pragmatics; semantics; discourse analysis). Preference will be given to candidates with an interest in the application of linguistics to the teaching of French as a second language. They should have a demonstrated ability to work on joint research projects in applied linguistics and particularly in second language acquisition. In addition to the above research and/or teaching specializations: 2. Interest and experience in the teaching of advanced French composition and style. 3. Total fluency in oral and written French and English. Responsibilities: Commensurate with a tenure-track position, including an active research program resulting in scholarly publications; and full participation in departmental affairs. Specific teaching duties will include: Introductory and advanced undergraduate courses in all areas of French linguistics as well as graduate courses in the candidate's area of specialization, advanced language courses. Salary: As per placement on Assistant Professor scale. Applications, together with C.V. and the names and addresses of referees should be sent to: Dr. Jacqueline Viswanathan, Chair, Department of French, Simon Fraser University, Burnaby, B.C., V5A 1S6; Fax: (604) 291-5932. Deadline: January 15, 1997.

GEOLOGY

UNIVERSITY OF REGINA — The Department of Geology is seeking an Assistant Professor for a twelve-month term commencing January 1, 1997. Applicants should have a background in sedimentology, specifically in carbonates. Qualifications should include a PhD in geology and a strong commitment to undergraduate teaching as well as research. Undergraduate teaching duties will include Sedimentology (Geol.214), Stratigraphy (Geol.340), Geology of Carbonates (Geol.416) and Historical geology (Geol.240). The appointment and salary will be at the Assistant Professor level ($40,019 per annum plus benefits). Deadline for the receipt of applications is November 30, 1996. Letters of application with curriculum vitae and the names of three references, should be directed to: Dr. Stephen L. Bend (Head), Department of Geology, University of Regina, Regina, Saskatchewan, Canada, S4S 0A2 Tel (306)585-4021; Fax (306)585-5433; E-Mail stephen.bend@uleroy.cc.uregina.ca. The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Aboriginal people, persons with disabilities, members of visible minorities and women are invited to identify themselves as members of the designated groups on their applications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

GERMAN

THE UNIVERSITY OF CALGARY — The Department of Germanic, Slavic and East Asian Studies at The University of Calgary takes pride in its attention to teaching German in the Canadian university context, and seeks someone able to contribute to continued innovation in its German programme. The successful candidate will have a lively interest in developing a rich learning environment for undergraduate students. This person will have a strong background in German studies, in the widest sense, as well as second language pedagogy in an intercultural context, and enjoy the challenge of meeting the demands of educational change. The tenure-track appointment will begin July 1, 1997. Specialization: Open ("Universalgeist" in the best Goethian sense!). Candidates with secondary fields inside or outside the humanities are welcome to apply. Requirements: PhD and proficiency in German. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Candidates should send an application, including curriculum vitae, and arrange to have three persons forward letters of recommendation by December 15, 1996 to: Professor Esther Enns, Acting Head, Department of Germanic, Slavic & East Asian Studies, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada T2N 1N4.

UNIVERSITY OF ALBERTA — German. Applications are invited for a tenure-track position in German, effective July 1, 1997, at or near the floor of the rank of Assistant Professor, in the Department of Modern Languages and Comparative Studies at the University of Alberta. The 1995-96 minimum salary for Assistant Professors is $39,230. The successful candidate should be able to teach courses in applied linguistics and German language and should have a demonstrated strong commitment to research in the methodology of second language teaching. An interest in German studies would be an asset. A completed PhD or equivalent and native or near-native proficiency in German are required. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a resume, copies of relevant publications, and three letters of recommendation, should be sent by January 15, 1997, to Dr. Richard A. Young, Chair, Department of Modern Languages and Comparative Studies, University of Alberta, Edmonton, Alberta T6G 2E6. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities. This appointment is subject to available funding.

HEALTH SCIENCES

THE UNIVERSITY OF WESTERN ONTARIO — Dean of Health Sciences. Applications and nominations are invited for the newly-created position of Dean, Faculty of Health Sciences, The University of Western Ontario. The appointment, to be effective July 1, 1997, is for a period of seven years, renewable. Candidates should have an established record as an academic researcher and university teacher in an area of the health sciences, and should possess the necessary administrative and inter-personal skills to provide leadership in the establishment and continuing development of research and educational programs in the new Faculty of Health Sciences at Western. The University of Western Ontario has a total enrolment of approximately 22,000 full-time equivalent students. The University is located in the city of London, which has a population of over 300,000 and is approximately 180km southwest of Toronto. The Faculty of Health Sciences was established on July 1, 1996 and, following a transition year, will become fully operational on July 1, 1997. The new Faculty is the result of an amalgamation of the existing Faculties of Applied Health Sciences (Departments of Communicative Disorders, Occupational Therapy, and Physical Therapy), Kinesiology, and Nursing and is composed of approximately 100 full-time members of faculty. Full time student enrolment will annually surpass 150 graduate and 1300 undergraduate students. The new Faculty will be responsible for the operations of existing programs that include a doctoral program, 8 masters programs, a full range of professional programs, and extensive programs in Intercollegiate Athletics and Campus Recreation previously located in the founding Faculties. The first Dean of the Faculty of Health Sciences will lead the process of integrating administrative, educational and research programs, and of identifying new scholarly and educational opportunities in the health sciences. A major objective of the new Faculty will be to explore the establishment of an interdisciplinary undergraduate program in the health sciences in collaboration with existing related Faculties at Western. The successful candidate must bring to these tasks a clear vision of research and education in the health sciences, a spirit of innovation, and a strong commitment to reinforce and enhance Western's position as a leader in health science research and education. Nominations and applications should be submitted by December 1, 1996 to Professor G. Moran, Provost & Vice-President (Academic), Room 107, Stevenson-Lawson Building, The University of Western Ontario, London, Ontario, N6A 5B8. Applications should include a curriculum vitae and the names of at least three referees. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities.

HISTORY

SIMON FRASER UNIVERSITY - 20th Century U.S. History. The Department of History at Simon Fraser University invites applications for a tenure track appointment in 20th Century U.S. History to begin in September 1997. The appointment will be made at the Assistant Professor level, and the salary will match qualifications. Preferred qualifications include a completed PhD, publications, and university teaching experience. The successful applicant will teach undergraduate and graduate courses and will be expected to develop a strong research programme in her/his area of specialization. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This position is subject to final budgetary authorization. Closing date for receipt of applications is 20 December 1996. Applicants should send a curriculum vitae and three letters of reference to: Dr. Richard Boyer, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6; FAX: (604) 291-5837.

SIMON FRASER UNIVERSITY — 20th Century U.S. History. The Department of History at Simon Fraser University invites applications for a tenure track appointment in 20th Century U.S. History to begin in September 1997. The appointment will be made at the Assistant Professor level, and the salary will match qualifications. Preferred qualifications include a completed PhD, publications, and university teaching experience. The successful applicant will teach undergraduate and graduate courses and will be expected to develop a strong research programme in her/his

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University of Alberta
Edmonton

Chair, Department of Oral Health Sciences

Faculty of Medicine and Oral Health Sciences

The Faculty of Medicine and Oral Health Sciences, University of Alberta invites application to a full-time academic tenured position as Chair, Department of Oral Health Sciences. A dynamic, visionary leader is sought who can build on the recent and successful merger of the Faculty of Dentistry with Medicine, and lead the new Department of Oral Health Sciences into the 21st Century. The candidate will be responsible for the Department's undergraduate programs in Dentistry and Dental Hygiene, the graduate program in Orthodontics as well as MS and PhD programs in cooperation with the medical sciences graduate programs. The successful candidate will be an internationally recognized, established clinician/investigator with a DDS degree, and be eligible for licensure in the province of Alberta. The individual will have a proven management record, provide dynamic and innovative leadership, and be committed to increasing the Department's research profile. Opportunities exist for the establishment of new initiatives, the development of research themes within a proposed research institute, and the recruitment of faculty. Consideration will also be given to the appointment of the Chair of Oral Health Sciences as the Associate Dean Oral Health Sciences.

The start date for this position is flexible, but it is anticipated as July 1, 1997. Interested candidates should submit a curriculum vitae outlining their current research interests and proposed future directions together with the names and addresses of three referees by December 2, 1996 to:

Dr. D. Lorne J. Tyrrell, Dean
Faculty of Medicine and Oral Health Sciences
University of Alberta
2J2 WC Mackenzie Health Sciences Centre
Edmonton, Alberta, Canada T6G 2R7

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

St. Thomas University
Visiting Chair in Gerontology

St. Thomas University is a small undergraduate liberal arts University which grants degrees in arts, education, and social work, and has an enrolment of approximately 2000 full-time students. It is one of only two English language universities in Canada offering an undergraduate major in gerontology. In 1982, St. Thomas University established an endowed Chair in Gerontology. In 1995, the Chair position was restructured to enable scholars from other universities or research institutions to visit St. Thomas University for periods of up to six months.

The University invites applications for appointments to the St. Thomas Visiting Chair in Gerontology. Visiting Chairs will be expected to teach one course in the Gerontology programme, give presentations concerning their own work/research both within and beyond the St. Thomas academic community, and generally be available for discussions and consultations with students and faculty.

Candidates for a Visiting Chair appointment would normally have a PhD in gerontology or related field, be actively involved in research and publishing in the area of gerontology, and have an established reputation as a gerontologist.

The remuneration for a Visiting Chair will be commensurate with the appointee's qualifications and experience. Funding is available for travel and research expenses during the Visiting Chair's time at St. Thomas University.

Individuals who are interested in being considered for appointment as a Visiting Chair in Gerontology should write to Dr. Roger Barnsley, Vice-President (Academic). Letters should include a statement describing the scholarly work which would be undertaken at St. Thomas, the gerontology courses that could be offered, and the year and academic semester which would be most suitable for appointment. (NOTE: St. Thomas University will accept expressions of interest for appointments during the next three years.) Letters should include an up-to-date curriculum vitae, and the names of two persons who can provide letters of reference. The deadline for receiving applications is January 7, 1997

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, aboriginal persons, members of visible minority groups, and persons with disabilities.

THE SVARE UNIVERSITY CHAIR IN HEALTH ECONOMICS

The University of Calgary

The Faculties of Medicine and Social Science invite applications for the joint appointment in Health Economics sponsored as the first University Chair under the Svare endowment. Alberta is leading in reform of health care, aiming for a sustainable, community-based, patient-oriented system. Decisions will be based on evidence of outcomes and economic assessment is central to the best combination of cost, quality, and patient satisfaction. The University of Calgary is well placed to develop a high profile in health economics with established research strength in economics, community health sciences, pharmacology, and clinical trials. The Svare Chair, with significant infrastructure funding, will also be supported by junior appointments.

Important opportunities for leverage are open to the Chair through collaboration with the Pharmaco-economics Institute and The University of Alberta, and the funding programs of the Alberta Heritage Foundation for Medical Research.

An outstanding scholar is sought to provide leadership in two Faculties through research and teaching. Examples of potential areas of collaborative research include pharmaco-economics, health care assessment techniques, alternative approaches to the delivery of health services, health care planning for demographic change, and measures of health.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

The University of Calgary is committed to Employment Equity. Applications and nominations should be addressed to:

Dr. Cooper H. Langford
Vice-President (Research)
The University of Calgary
2500 University Drive, N.W.
Calgary, Alberta, Canada
T2N 1N4

The deadline for nominations is December 1, 1996

THE UNIVERSITY OF CALGARY

www.ucalgary.ca

DALHOUSIE UNIVERSITY
Faculty of Law

The Faculty of Law, Dalhousie University, invites applications for a probationary tenure-track/tenure-track position commencing July 1, 1997. We welcome applications from candidates in all areas of legal studies who demonstrate strong scholarly abilities and who are prepared to specialize in the teaching of property law.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, racially visible persons and persons with disabilities.

Applications, consisting of a curriculum vitae and the names of three referees, should be received by **November 15, 1996**. They should be directed to:

The Dean, Faculty of Law
Dalhousie University
Halifax, Nova Scotia B3H 4H9
Fax: (902) 494-1316
Tel: (902) 494-2114

Faculty Positions

at the University of Windsor

BIOLOGY

BUSINESS

CHEMISTRY

COMMUNICATION STUDIES

A mid-sized university with a solid reputation in teaching, research and scholarship, the University of Windsor, Canada's southernmost university, offers • a broad range of undergraduate, graduate and professional programs to more than 14,000 students • an international location with cooperative agreements with leading U.S. institutions • innovative partnerships with business, industry and the community • easy access (10 minutes) to all the amenities of a major American metropolis—Detroit, Michigan, and • an attractive, user-friendly and supportive campus environment in a vibrant, affordable, and cosmopolitan city of almost 200,000.

The University of Windsor invites applications for the following faculty positions. Starting date July 1, 1997, for tenure track positions. Please review general submission instructions at the bottom of this ad. Additional specific submission requests are in the position descriptions.

BIOLOGICAL SCIENCES

Two tenure-track positions in Molecular/Cellular Biology at the assistant professor level. Your research interests should augment our capacity to explore cellular and molecular processes regulating growth and development, and bring expertise in gene expression, gene regulation, or cell signalling. Teaching responsibilities include introductory and advanced courses, and guidance of BSc, MSc, and PhD research. PhD required; postdoctoral experience strongly preferred; copies of three publications and a statement of research interests required. Apply to Dr. Sale, Head, Biological Sciences, Faculty of Science. Deadline 06 January 1997.

BUSINESS (Accounting & Finance)

Two positions: one tenure-track position in Accounting, the other a nine-month limited-term position in Finance, both at the assistant professor level (lecturer level for ABD). You should hold, or be close to completing, a doctorate in the respective areas of specialization, with evidence of effective teaching and quality publications. Accounting position: you should preferably hold professional accounting designation, have completed graduate level courses in financial accounting, and should be prepared to teach financial accounting, accounting information systems, and/or managerial accounting in both our BComm and MBA degree programs. Additional duties include reviewing and writing course materials in these areas for the distance learning version of our BComm program. Finance position: you should be prepared to teach corporate finance and investment and portfolio management. Apply to Dr. Solomon, Dean, Faculty of Business Administration.

CHEMISTRY & BIOCHEMISTRY

One tenure-track position at the associate professor level in Inorganic Chemistry, with research interests in the general area of new materials (including solid state chemistry, magnetic materials, and transition metal or main group chemistry). You will be expected to maintain a vigorous and productive research program and to demonstrate excellence in teaching at the graduate and undergraduate levels. Our research resources include 300 and 500 MHZ Bruker NMR spectrometers, a Bruker EPR spectrometer, and Kratos Mass spectrometer. The Windsor Molecular Structure Centre is equipped with a Siemens Smart System CCD diffractometer. Apply, including a statement of research interests, to Dr. Szabo, Head, Chemistry and Biochemistry, Faculty of Science. Deadline 15 January 1997.

COMMUNICATION STUDIES

One tenure-track position at the assistant professor level. You should apply a theoretically and critically-informed perspective to current research in the social construction of communication and technological innovations and/or the political, economic, cultural, and historical dimensions of the adoption and use of communication and technology. You should have expertise in the design of media resources and the application of emergent media technologies in a range of institutional settings, a PhD in communication studies or related academic credentials, and evidence of scholarly publication or promise. Apply to Professor Gold, Head, Communication Studies, Faculty of Social Science.

COMPUTER SCIENCE

Two tenure-track positions at the assistant professor level: one in Software Engineering and the other in Computer Network or Multi-Media. PhD in computer science required. Software Engineering position: requires experience in the formal specification, design, and construction of systems that support applications in science and/or engineering. Teaching duties will include enhancing course offerings in an undergraduate software development degree program. Computer Network or Multi-Media position: you will be responsible for enhancing course offerings in computer communications, WWW, and multi-media. Teaching will be at the graduate and undergraduate levels, and will include team-teaching. You will be expected to contribute to the development of infrastructure and to maintain a funded research program. Apply to Dr. Morrissey, Director, School of Computer Science, Faculty of Science.

DRAMATIC ART

Two tenure-track positions at the assistant professor level: one in Acting/Directing and the other in Voice. You should have a MFA degree, a demonstrated commitment to scholarly/creative activity, teaching experience at the university level, and a demonstrated potential for excellence in the areas of specialization. In exceptional cases, demonstrated excellence outside of the conventional academic credentials will be considered in lieu of a graduate degree. You will teach primarily in the BFA acting and music theatre programs. Acting/Directing position: you will teach acting and direct plays for University Players. Voice position: you should be a specialist in voice for theatre and able to teach in other degree programs within the School of Dramatic Art. Apply to Professor Mady Kelly, Director, School of Dramatic Art, Faculty of Arts.

EDUCATION

Three nine-month limited-term positions at the assistant professor level in Secondary School Science Methodology (physics, chemistry, and general science), Social Science Methodology (elementary and secondary), and Mathematics Methodology. You should have a doctoral degree, a teaching certificate, and several years of teaching experience. If you are qualified and prepared to undertake doctoral studies you may be considered for appointment at the lecturer rank. Apply to Dr. Awender, Dean, Faculty of Education.

ENGINEERING

Four tenure-track positions at the assistant professor level in (1) Industrial Waste/Solid and Hazardous Waste, (2) Solid Mechanics/ Manufacturing Automation, (3) Thermofluids, and (4) Water Resources. You should be eligible for professional engineering registration in Ontario, have potential or proven ability for excellence in teaching and research, and be prepared to teach undergraduate and graduate courses and to supervise graduate students. Forward applications for positions (1) and (4) to Dr. N. Biswas, Head, Civil and Environmental, Faculty of Engineering. Forward applications for positions (2) and (3) to Dr. Northwood, Head, Mechanical & Materials, Faculty of Engineering.

(1) Industrial Waste/Solid & Hazardous Waste: you will have an undergraduate degree in engineering and a PhD in environmental, civil, or chemical engineering. You will teach undergraduate and graduate courses in waste treatment, solid and hazardous waste and undergraduate general engineering courses. Expertise in air pollution control and water treatment will be an asset.

(2) Solid Mechanics/Manufacturing Automation: you will have a PhD in mechanical engineering or related field, be expected to teach solid mechanics and control and general engineering courses, and to interact with research groups such as the Manufacturing Automation Group, Mechatronics Laboratory, and the NSERC/ Chrysler Chair in Mechanical Engineering Design. You should have a strong foundation in solid mechanics and/or dynamics, vibration and control systems. Industrial experience, particularly in automotive and manufacturing areas, is desirable.

(3) Thermofluids: you will have a PhD in mechanical engineering or related field and expertise in fluid mechanics, heat transfer, and thermodynamics as applied to automotive, bio-medical, heat exchanger, or manufacturing areas. You will teach undergraduate and graduate mechanical engineering and undergraduate general engineering courses, and interact with research groups including the Thermofluids Research Laboratories, Fluid Dynamics Research Institute, and the NSERC/Chrysler Chair in Alternate Fuels.

(4) Water Resources: you will have an honours bachelor's degree in civil engineering and a PhD in water resources. You will teach undergraduate and graduate courses in hydraulics and hydrology, fluid mechanics, and coastal engineering. Practical experience in water resources and research experience in physical and mathematical modelling is preferred.

ENGLISH

One tenure-track position at the associate professor level in English and Creative Writing. You will teach courses in both creative writing and literary/cultural studies at the graduate and undergraduate levels, and will be involved in non-curricular activities associated with our creative writing program. Your creative work should complement our established strengths in fiction and poetry, with the benefits of the unique strengths of university programs in creative writing, dramatic art, music and visual arts. You should have a PhD or equivalent, an established record of creative publication and achievement, and a record of effective teaching and workshop presentation. Additional experience in related areas such as theatre, film, editing, or publishing would be an asset. Those who work in emerging, non-traditional, or interdisciplinary forms—for example, literatures and cultures of 19th century North America—are particularly encouraged. Apply to Dr. Herendeen, Head, English, Faculty of Arts.

HISTORY

Two positions at the assistant professor level: one tenure-track position in Canadian Social History with a focus on labour studies, the other a nine-month limited-term in Modern British History with a focus on the 19th and 20th centuries. You should have a PhD, teaching experience, and research publications. Apply to Dr. Pryke, Head, History, Faculty of Social Science.

KINESIOLOGY

One tenure-track position at the assistant professor level in Movement Science with specialization in: exercise physiology, or biomechanics, or perceptual motor behaviour. You will be expected to teach at the undergraduate and graduate levels, and to develop a vigorous research program. Apply to Dr. Olafson, Head, Kinesiology, Faculty of Human Kinetics.

LAW

One tenure-track position at the assistant professor level in Corporate/Commercial Law. You will have an appropriate graduate degree or equivalent experience beyond first degree, a demonstrable record or potential for scholarship and research, and a commitment to teaching. Apply to Professor Westmoreland-Traoré, Dean, Faculty of Law.

MUSIC

One tenure-track position as the Coordinator of the Bachelor in Music Therapy degree program at the assistant professor level (lecturer without doctorate). You must show evidence of successful university teaching, clinical experience, and administration in a music therapy program, hold recognized certification in music therapy, a master's degree, and preferably a PhD. You will be expected to coordinate and develop the music therapy program and curriculum, teach all courses in the professional sequence, organize and supervise clinical placements, and serve on departmental and university committees. Apply to Dr. Butler, Director, School of Music, Faculty of Arts.

NURSING

One tenure-track and one nine-month limited-term position at the assistant professor level in the areas of Adult Health and/or Health Promotion. You must be eligible for registration with the College of Nurses of Ontario, hold a MSc in nursing and a PhD in nursing or a related discipline, have an active research record, and contribute to the graduate program. Teaching experience is desirable. Apply to Dr. Horsburgh, Director, School of Nursing, Faculty of Science.

POLITICAL SCIENCE

One tenure-track position at the assistant professor level in the primary area of Canadian Foreign Policy and secondarily in International Relations (any specialty). A completed PhD is preferred; however, strong ABD candidates will be considered for appointment at the lecturer rank. You will be expected to teach undergraduate and graduate courses in Canadian foreign policy, undergraduate courses in international relations, including an introductory course, supervise graduate research at the master's level, and have a commitment to research and publication. Apply, with transcripts of relevant graduate work and a sample of research, to Dr. Soderlund, Head, Political Science, Faculty of Social Science.

PSYCHOLOGY

One tenure-track position at the assistant professor level in our APA- and CPA-approved Clinical Psychology program. You must have a PhD in clinical psychology, a strong commitment to the *scientist/practitioner* model, an appropriate publication record, and eligibility for registration in Ontario. You should be competent to teach undergraduate and graduate courses and to provide clinical and research supervision in the graduate training program. Apply to Dr. Page, Head, Psychology, Faculty of Social Science.

SOCIOLOGY

Two tenure-track positions at the assistant professor level: one in Criminology with specialization in penology, corrections or policing, and skills in quantitative methodology, and the other in Social Theory and/or Quantitative Methods. You should be able to contribute to departmental strengths in social psychology, health, comparative development, work, race and ethnic relations, social anthropology, or family, sex, and gender. We offer undergraduate degree programs in sociology, anthropology, criminology, and family and social relations, and a master's degree in sociology. A PhD is required and a sample of current work must be provided. Apply to Dr. Adam, Head, Sociology and Anthropology, Faculty of Social Science.

COMPUTER SCIENCE

DRAMATIC ART

EDUCATION

ENGINEERING

ENGLISH

HISTORY

KINESIOLOGY

LAW

MUSIC

NURSING

POLITICAL SCIENCE

PSYCHOLOGY

SOCIOLOGY

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration standards, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Submit a complete curriculum vitae and arrange to have three letters of reference forwarded by January 31, 1997, unless otherwise indicated, to specified university departments, University of Windsor, Windsor, Ontario, Canada N9B 3P4. Visit us at http://www.uwindsor.ca/jobs for more information.

CLASSIFIEDS

area of specialization. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This position is subject to final budgetary authorization. Closing date for receipt of applications is 20 December 1996. Applicants should send a curriculum vitae and three letters of reference to: Dr. Richard Boyer, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6; FAX: (604) 291-5837.

HUMAN KINETICS

UNIVERSITY OF BRITISH COLUMBIA — The School of Human Kinetics at the University of British Columbia invites applications for a full-time tenure-track appointment in leisure and sport management at the Associate or Assistant Professor level. The appointment will become effective July 01, 1997, and will be subject to final budgetary approval. The School offers an undergraduate degree in Leisure and Sport Management, as well as an M.A. and PhD in Socio-Managerial Research. Applicants should have an earned doctoral degree in an appropriate area, or be nearing completion of such a degree. Excellence in teaching, and a strong publication record commensurate with level of experience are expected, together with evidence of, or potential for, external research funding. Applicants should have demonstrated a well-defined research program in leisure and sport management in one or more of the following areas: community development, human resource management, policy analysis, social inequality, strategic management, marketing, media relations, research methods. Salary dependent on rank. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. Appointment may be considered at a higher rank for a member of a designated equity group with exceptional qualifications. The closing date for applications is January 31, 1997. A letter of application, a curriculum vitae, the names, addresses and phone/FAX numbers of three referees who have been asked to provide supporting letters for the application, together with a statement of research interests and copies of recently published articles (if available), should be sent to Dr. Michael Houston, Director, School of Human Kinetics, 210 Wari Memorial Gym, 6081 University Boulevard, Vancouver, BC, V6T 1Z1.

HUMAN NUTRITION

ST. FRANCIS XAVIER UNIVERSITY — The Department of Human Nutrition at St. Francis Xavier University invites applications for a tenure track position in Human Nutrition to begin on August 15, 1997. Salary and rank will reflect experience. The candidate should have completed a PhD in nutrition or food service management by the start of the appointment. Completion of a dietetic internship is preferred. Preference will be given to candidates who have experience in teaching and/or dietetic practice. Responsibilities include teaching undergraduate courses in foods, food service management, and nutrition; and developing an appropriate research program. The candidate will also be expected to contribute to general faculty duties in the Department and in the University. The closing date for receipt of applications is February 1, 1997. The Department offers a four-year program leading to a B.Sc. in Human Nutrition, Major, Advanced Major, and Honours. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and official transcripts, and arrange to have sent three (3) letters of reference to: Dr. A.O. Sullivan, Chair, Department of Human Nutrition, St. Francis Xavier University, P.O. Box 5000, Antigonish, N.S. B2G 2W5.

HUMAN RIGHTS

THE UNIVERSITY OF OTTAWA invites applications and nominations for the Gordon F. Henderson Chair in Human Rights. The position is normally for a one-year term commencing 1 July 1997. The Chair is located in the Human Rights Research and Education Centre at the University of Ottawa which was created in 1981 and pursues the goal of human rights research, education and promotion in Canada and internationally. The Gordon F. Henderson Chair in Human Rights is central to the University's efforts to support research and education on critical human rights issues, and serve the needs of students, scholars and institutions both Canadian and international for human rights research, analysis and education. The Chairholder should be an innovative scholar who is capable of expanding the field of research knowledge in the human rights area. Duties of the Chairholder could include teaching a human rights course, developing and/or implementing a research or education project of major proportions and giving special lectures to the University and larger community in the area of the Chairholder's area of expertise. The University of Ottawa is a bilingual institution (French and English) and ability to function in English and French is an asset which will be considered in the selection of the Chair. Employment Equity is a University policy. The University strongly encourages applications from women. Application deadline: December 1, 1996. Applications including a curriculum vitae, the name of three potential referees and any other supporting documents attesting to excellence in research and teaching in the area of human rights must be sent to: Dr. Bernard Philogène, Vice-Rector, University of Ottawa, Tabaret Hall, 550 Cumberland Street, Ottawa, Ontario, K1N 6N5.

L'UNIVERSITE D'OTTAWA fait un appel de candidatures et de mises en candidature pour la chaire Gordon F. Henderson des droits de la personne. Ce poste est normalement pour une période d'un an, à compter du 1er juillet 1997. La chaire est située au Centre de recherche et d'enseignement sur les droits de la personne de l'Université d'Ottawa qui a été créé en 1981 et qui se consacre à la recherche, à l'enseignement et à la promotion des droits de la personne au Canada et sur le plan international. La chaire Gordon F. Henderson des droits de la personne joue un rôle essentiel en ce qui concerne les efforts déployés par l'Université pour appuyer la recherche et l'enseignement portant sur des questions fondamentales dans le domaine des droits de la personne, et pour répondre aux besoins de la population étudiante, des universitaires et des institutions, aussi bien du Canada que de l'étranger, qui font de la recherche et de l'enseignement dans le domaine des droits de la personne. Le ou la titulaire de la chaire devrait être un chercheur innovateur ou une chercheuse innovatrice qui est capable de faire avancer la recherche dans le domaine des droits de la personne. Les fonctions du ou de la titulaire de la chaire consistent, entre autres, à enseigner un cours sur les droits de la personne, à élaborer et/ou à mettre en oeuvre un important projet de recherche ou d'enseignement et à présenter des communications à des conférences dans son champ d'expertise devant la communauté universitaire et la communauté en général. L'Université d'Ottawa est une institution bilingue (français et anglais). La capacité de travailler en français et en anglais est un des critères de sélection. L'Université a une politique d'équité en matière d'emploi. L'Université encourage fortement les femmes à poser leur candidature. La date limite pour poser sa candidature est le 1er décembre 1996. Prière d'envoyer sa demande, accompagnée d'un curriculum vitae, du nom de trois répondants et de tout autre document justificatif attestant de l'excellence en recherche et en enseignement dans le domaine des droits de la personne, à Bernard Philogène, Vice-recteur, Université d'Ottawa, Pavillon Tabaret, 550, rue Cumberland, Ottawa (Ontario) K1N 6N5.

INTERNATIONAL AFFAIRS

CARLETON UNIVERSITY — The Norman Paterson School of International Affairs. Subject to budgetary approval, The Norman Paterson School of International Affairs invites applications for a tenure-track appointment, at the rank of Assistant Professor, in International Affairs, preferably with specialization in international law, political psychology, or decision analysis. The successful candidate will be expected to teach and otherwise contribute to the Conflict Analysis stream in the School. The candidate must have a completed PhD and demonstrate an ability to teach and supervise at the graduate level. The Norman Paterson School of International Affairs is an interdisciplinary graduate program offering an M.A. in the areas of conflict analysis, development studies, and international political economy. Applications including statement of interest, curriculum vitae, letters of support from three referees, and a sample of publications, should be made by December 1, 1996 to: Professor Maureen Appel Molot, Director, The Norman Paterson School of International Affairs, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

KINESIOLOGY

UNIVERSITY OF WATERLOO — The Department of Kinesiology at the University of Waterloo invites applications for a tenure-track faculty position, at the rank of Assistant Professor, in the field of biomechanics. Candidates should have demonstrated research and teaching ability in one or more of the following areas: rehabilitation engineering, injury prevention and functional anatomy. The candidate must have a strong background in biomechanics with a PhD or an M.D. plus research training in a related area. We seek candidates with a commitment to excellence in research and teaching at both the undergraduate and graduate levels. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biophysical study of human movement. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to strategies which optimize the health and physical performance of individuals in the workplace and leisure activities. The department offers B.Sc., M.Sc., and PhD degrees in Kinesiology. The candidate will be expected to contribute both to the core program as well as their particular area of interest through course teaching, undergraduate student project supervision, graduate student supervision and interaction with other faculty members in the department. Further information about the department can be found at http://www.ahs.uwaterloo.ca/kin/kinhome.html. Applicants should request application packages by contacting Dr. James S. Frank, Chair, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by Fax: 519-746-6776 or Email: frank@healthy.uwaterloo.ca. The closing date for applications is February 1, 1997 and the expected start date for the appointment is July 1, 1997 or earlier. In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian Citizens and Permanent Residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. This appointment is subject to the availability of funds.

MANAGEMENT

UNIVERSITY OF MANITOBA — Faculty of Management. Applications are invited for a tenure-track position in the area of management information systems. Candidates should have specialization in one or more of the following areas: database management, systems development, telecommunications, and strategic use of information technology. Preference will be given to individuals with an applied orientation and/or industry experience. Rank is at the Assistant Professor level. PhD completed or very near completion required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience, and research record. Since the MIS area is in a development stage, the candidate must be prepared to assist in curriculum development. Appointment date is July 1, 1997. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University offers a smoke-free work environment, save for specially designated areas. This advertisement is directed primarily to Canadian citizens and permanent residents. Applications should be sent to: Dr. Frederick A. Starke, Chair, MIS Search Committee, Faculty of Management, University of Manitoba, Winnipeg, Manitoba, R3T 5V4. Closing date for applications is December 31, 1996.

UNIVERSITY OF MANITOBA — Faculty of Management. Applications are invited for two tenure track positions in one or more of the following areas (1) advertising, (2) market research, (3) international marketing, (4) retail management, and (5) marketing management. Rank at Assistant or Associate Professor level, based on qualifications and experience. PhD or DBA, completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels and professional service within the University and community. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open: July 1, 1997 preferred. The closing date for applications is December 30, 1996. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. The University offers a smoke-free work environment, save for specifically designated areas. Priority consideration will be given to Canadian citizens and permanent residents. These positions are subject to final budget authorization. Applications should be sent to: Dr. Walter Good, Head, Department of Marketing, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 5V4.

UNIVERSITY OF TORONTO — Management. The Division of Management and Economics, University of Toronto at Scarborough is recruiting for a tenure stream position, rank open, in micro or macro organizational behaviour, with an ability to teach management skills. A PhD is required, with evidence of excellence in research and teaching. Duties include undergraduate teaching in micro and/or macro organizational behaviour and management skills at the University of Toronto's Scarborough Campus, graduate teaching in organizational behaviour in the Faculty of Management at the St. George Campus, and research. The position would begin on July 1, 1997. Salary commensurate with qualifications. Interested candidates should send curriculum vitae, names of three referees and evidence of scholarly and teaching ability to Professor Sandford Borins, Chair, Division of Management and Economics, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, Canada M1C 1A4. Deadline for applications is December 15, 1996. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal people, and people with disabilities.

MARKETING

SAINT MARY'S UNIVERSITY — The Frank H. Sobey Faculty of Commerce, Department of Marketing. Saint Mary's University invites applications for tenure track appointment at the Assistant Professor level. Applicants must have a PhD completed or nearing completion. Candidates with interests and strengths in teaching international marketing are of particular interest. The successful candidate will also be expected to teach several core marketing courses. The Department of Marketing offers undergraduate and graduate courses in Marketing and Communications. Department members may also have the opportunity to teach in the EMBA Program and in Diploma programs in Marketing, International Business, and Management Development for Women. Our faculty and students are also involved in consulting to small local businesses through the Saint Mary's University Business Development Centre, which is owned and operated by the University. Applicants should arrange for the complete application, copies of academic transcripts and three (3) letters of reference on teaching to be sent directly to: Dr. Harold Ogden, Department of Marketing, The Frank H. Sobey Faculty of Commerce, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, or by fax to (902) 420-5119. Closing date December 31, 1996. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and persons with disabilities.

MATHEMATICS

UNIVERSITY OF TORONTO — Tenure-Stream Appointment in Applied Probability. The University of Toronto solicits applications for a tenure-stream appointment in Applied Probability. The position is subject to budgetary approval. The appointment is at the downtown (St. George) campus at the level of Assistant Professor, to begin July 1, 1997. This will be a joint appointment (50/50) between the Departments of Mathematics and Statistics. Candidates are expected to have demonstrated excellence in both teaching and research past their PhD; in particular, a candidate's research record should show clearly the ability to make significant original and independent research contributions. Salary commensurate with experience. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Professor V. Ivrii, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 3G3. At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available on our World Wide Web Employment Opportunities page: http://www.toronto.edu/math/jobs/. To insure full consideration, this information should be received by December 31, 1996. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO — Tenure-Stream Appointment in Algorithmic MathemaUcs and Theoretical Computar Science. The University of Toronto solicits applications for a tenure-stream appointment in the field of Algorithmic Mathematics and Theoretical Computer Science, including Complexity and Effective Methods in Scientific Computation. The position is subject to budgetary approval. The appointment is at the downtown (St. George) campus at the level of Assistant Professor, to begin July 1, 1997. This will be a joint appointment between the Department of Mathematics (75%) and the Department of Computer Science (25%). Candidates are expected to have demonstrated excellence in both teaching and research after the PhD; in particular, a candidate's research record should show clearly the ability to make significant original and independent contributions to Mathematics. Salary commensurate with experience. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Professor V. Ivrii, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 3G3. At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available on our World Wide Web Employment Opportunities page: http://www.toronto.edu/math/jobs/. To insure full consideration, this information should be received by December 31, 1996. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO — Tenure-Stream Appointment in Geometry. The Department solicits applications for a tenure-stream appointment in Geometry at the level of Assistant Professor. Preference will be given to researchers in the areas of algebraic geometry, arithmetic algebraic geometry and differential geometry. The appointment is at the downtown (St. George) campus, to begin July 1, 1997. Candidates are expected to have at least three years experience in teaching and research after the PhD, and to be able to demonstrate excellence in each. In particular, a candidate's research should clearly establish the ability to make significant original and independent contributions to Mathematics at the highest level. Salary is commensurate with qualifications. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Professor V. Ivrii, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 3G3. At least one

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Simon Fraser University
Assistant Professor of Genetics

Applicants are sought for a full-time, tenure-track position in Genetics at the rank of Assistant Professor. Applicants will be expected to establish a competitive research program using genetic analysis on a model system. Suitable areas of research include, but are not limited to, genome structure and function, genetics of development, neurogenesis, signal transduction and cellular processes. Teaching obligations will include undergraduate courses in genetics or cell biology and upper division and graduate teaching in the applicant's area of expertise. A PhD and relevant postdoctoral experience is required. Applicants should send curriculum vitae, statement of research interests, up to five reprints, and the names and addresses of three referees to: **Genetics Search Committee, Department of Biological Sciences, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6, Canada.** Applications should be received by **December 16, 1996**. All positions are subject to budgetary authorization. In accordance with Canadian Immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

Memorial
University of Newfoundland

FACULTY OF EDUCATION

The Faculty of Education, Memorial University of Newfoundland, invites applications for a tenure-track position commencing January 1, 1997, in Mathematics/Computer Education. Appointments are normally made at the Assistant Professor level. Normal qualifications include an earned doctorate. Duties of the position include some combination of undergraduate and graduate teaching, internship supervision, thesis supervision, research and professional development activities. Applicants should possess experience in schools and diagnostic teaching at the Primary and Elementary education levels with cross disciplinary interests in science and/or technology and distance education. The closing date for receipt of applications is **November 15, 1996.**

Applications including curriculum vitae and the names of at least three referees should be submitted to:

Dr. Terry Piper
Dean of Education
Faculty of Education
Memorial University of Newfoundland
St. John's, NF A1B 3XB

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Memorial University is committed to employment equity. Position is subject to budgetary approval.

DEAN OF EDUCATION

Nominations and applications are invited for the position of Dean of the Faculty of Education at the University of New Brunswick, to succeed the incumbent effective July 1, 1997. It is located in historic Fredericton, the capital city of New Brunswick, situated on the beautiful St. John River. The appointment is for a five-year term and is subject to renewal.

The Faculty offers recently approved 60-credit hour BEd (Concurrent) and BEd (Consecutive) degrees and an MEd program in a distinctly supportive and collegial environment, with 1400 graduate and undergraduate students from across Canada and 60 full-time faculty. The Faculty is a rich academic milieu with several research centres, two recently established externally funded Chairs (one supported by the Canadian Institute for Advanced Research and the other by corporate donors), and a proposed PhD program in the approval process.

Reporting to the Vice-President (Academic), the Dean is responsible for the supervision and administration of academic programmes and the Faculty budget. Candidates must possess the leadership skills needed to maintain productive relationships within the Faculty and positive associations with the professional community and government agencies. Candidates will have a strong scholarly record, demonstrated ability in teaching and administration, and a commitment to facilitate institutional growth and development.

Inquiries, nominations and applications should be addressed to:

Dr. Louis P. Visentin
Vice-President (Academic)
University of New Brunswick
P.O. Box 4400
Fredericton, New Brunswick, Canada
E3B 5A3
E-Mail: Visentin@UNB.CA
Fax: (506) 453-4908

by **November 30, 1996**. Applicants should include a curriculum vitae and the names of three referees.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK

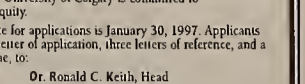
ASSISTANT PROFESSOR
in WESTERN CANADIAN POLITICAL SCIENCE AND HISTORY

The University of Calgary invites applications for a four-year "contingent term" appointment in Canadian Political Science and History, at the Assistant Professor rank to begin July 1, 1997, with the possibility of appointment to tenure track. A PhD (preferably in Political Science, but with History not excluded) is required at this level position with a record of publications. Salary will be commensurate with qualifications. The successful candidate will be expected to teach courses in Canadian Politics, Alberta Politics, Canadian Political History and preferably quantitative research methods.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

The closing date for applications is January 30, 1997. Applicants should send a letter of application, three letters of reference, and a curriculum vitae, to:

Dr. Ronald C. Keith, Head
Department of Political Science
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta, Canada T2N 1N4



www.ucalgary.ca

ANNONCES CLASSÉES

letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available on our World Wide Web Employment Opportunities page: http: //www.toronto.edu/matvjobs/. To ensure full consideration, this information should be received by December 31, 1996. In accordance with its Employment Equity Policy, the University of Toronto Library encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF WATERLOO — The Department of Pure Mathematics at the University of Waterloo invites applications for a tenure-track position at the Assistant Professor level starting July 1, 1997. The Department is particularly interested in candidates whose research interests are related to Algebraic or Geometric Topology, Functional Analysis or Number Theory. In order to be considered for the position, a PhD is required. An appointment will be offered only to someone with very strong research and teaching qualifications. Duties will include research, and teaching at all levels. Salary will depend on the candidate's qualifications. The closing date for receipt of applications is January 15, 1997. An application should contain the curriculum vitae of the candidate plus three letters of reference sent directly from referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Please send applications to: Dr. W. Gilbert, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The department's Web page is at <http://math.uwaterloo.ca/PM_Dept/homepage.html>.

UNIVERSITY OF WATERLOO — The Department of Combinatorics and Optimization at the University of Waterloo invites applications for tenure-track and definite term faculty positions at the rank of Assistant Professor, in any area of combinatorics and optimization, but especially in cryptography, graph theory and combinatorial optimization. A PhD and proven ability, or the potential, for excellent research and effective teaching are required. Responsibilities will include the supervision of graduate students, as well as teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Interested individuals should send curriculum vitae and the names of three references to: Prof. I.F. Goulden, Chair, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment: July 1, 1997. Closing date for receipt of applications is January 15, 1997. These appointments are subject to the availability of funds. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

UNIVERSITY OF WATERLOO — The Department of Combinatorics and Optimization at the University of Waterloo invites applications for tenure-track and definite term faculty positions at all ranks in the area of cryptography. A PhD and proven ability, or the potential, for excellent research and teaching are required. Responsibilities will include the supervision of graduate students, as well as teaching at the undergraduate and graduate levels. In addition to one or more junior appointments, there is a possibility of a tenured professorial appointment associated with an externally funded research chair, at the senior level. Individuals with a strong and established research program are particularly encouraged to apply. Salary will depend on the candidate's qualifications. Interested individuals should send curriculum vitae and the names of three references to: Prof. I.F. Goulden, Chair, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment: July 1, 1997. Closing date for receipt of applications is January 15, 1997. These appointments are subject to the availability of funds. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

MATHEMATICS & STATISTICS

YORK UNIVERSITY — Applications are invited for a cross appointment at the Assistant Professor level in the Departments of Mathematics & Statistics and Sociology, to commence July 1, 1997, subject to budgetary approval. The successful candidate must have a PhD and is expected to have established a record of research and teaching excellence in statistics and its application to sociology. The selection process will begin on January 15, 1997. Applicants should send resumes and arrange for at least three letters of recommendation to be sent directly to: George L. O'Brien, Chair, Dept of Mathematics & Statistics or Desmond Ellis, Chair, Dept of Sociology, both at York University, 4700 Keele Street, North York, Ontario, Canada M3J 1P3; Fax: (416) 736-5757 or (416) 736-5730; e-mail: chair@mathstat.yorku.ca or jackem@yorku.ca; (Web: http://www.math.yorku.ca/). York is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY — Applications are invited for a tenure-track appointment at the Assistant Professor level in the Department of Mathematics & Statistics in the area of Operations Research or Financial Mathematics to commence July 1, 1997, subject to budgetary approval. The successful candidate must have a PhD and is expected to have established a record of research and teaching excellence. The selection process will begin on January 30, 1997. Applicants should send resumes and arrange for at least three letters of recommendation to be sent directly to: George L. O'Brien, Chair, Dept of Mathematics & Statistics, York University, 4700 Keele Street, North York, Ontario, Canada M3J 1P3; e-mail: chair@mathstat.yorku.ca; Fax: (416) 736-5757. (Web: http://www.math.yorku.ca/). York is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY — The Department of Mathematics and Statistics is looking for an outstanding applicant in the area of Probability to fill a six-month term position at the level of Assistant Professor, beginning January 1, 1997. The successful candidate will be expected to be active in research, supervise graduate students, and support the Department's tradition of excellence in teaching. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is subject to budgetary approval. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applications including curriculum vitae should be addressed to: Dr. Vlastimil Olah, Chair, Department of Mathematics and Statistics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. Candidates should also arrange for two letters of reference to be sent to the same address. Information concerning the Department, including research interests of the faculty, may be obtained upon request. The closing date for receipt of applications is November 15, 1996.

QUEEN'S UNIVERSITY — Department of Mathematics and Statistics. The Department will be making a renewable (tenure-track) appointment in Applied Mathematics for its Mathematics and Engineering programme at the Assistant Professor level to begin July 1997. Membership or eligibility for membership in a Canadian professional engineering association is required. The Department is particularly interested in applicants in communications theory or information theory, but other areas will be considered. The successful applicant will have a strong research record, be expected to develop an independent research programme, be willing and competent to teach a broad range of applied mathematics courses, and supervise graduate students. Interested candidates should arrange that a curriculum vitae, a description of teaching and research interests, at least three letters of recommendation, and copies of their three most significant publications arrive at the address below before December 16, 1996. At least one letter should comment on the candidate's teaching. Professor James A. Mingo, Associate Head, Department of Mathematics and Statistics, Queen's University, Kingston, Ontario K7L 3N6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. FAX. 613-545-2964; e-mail: POSITION@MAST.QUEENSU.CA; http://www.mast.queensu.ca.

MEDICAL IMAGING

THE UNIVERSITY OF SASKATCHEWAN — Pediatric Radiologist - Academic. The College of Medicine, University of Saskatchewan, and the Saskatoon District Health Board invite applications for this position within the Academic Department of Medical Imaging. Pediatric services in the Northern half of the province are now centred at Royal University Hospital. Salary and benefits are competitive with academic centres in Canada. One year of Pediatric radiology fellowship, and certification (or a letter of eligibility for certification) with the Royal College of Physicians & Surgeons in Canada is required. This position has been cleared for advertising at the two-tier level and applications are invited from qualified individuals, regardless of their immigration status in Canada. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. Please forward your letter of application and resume by December 31/96 to: Dr. J. Loewy, Academic Head, Dept. of Medical Imaging, Royal University Hospital, 103 Hospital Drive, Saskatoon, Sask. S7N 0W8.

MEDICINE

UNIVERSITY OF ALBERTA — The Department of Medicine invites applications for a Research Associate in Cutaneous Sciences to perform molecular biological techniques, including DNA analysis, eukaryotic transfection, Northern and Western blotting and 2D-PAGE. The successful candidate must be proficient in the knowledge of immunofluorescence and use of the immunohistochemistry for melanin biology as well as perform tyrosinase-related protein transport mechanism to melanosomes studies. Supervision and teaching of the above studies to students and fellows will also be required. Candidates must have a PhD in molecular genetics with a strong background and several years of experience in basic biochemistry, cell biology and molecular biology. The ideal candidate will be a leading scientist in the field of cutaneous sciences in 2 to 3 of the above-mentioned research fields. The effective date of employment will be July 1, 1997. The salary range for Research Associate is $28,000 - $45,000 per annum. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Please send curriculum vitae and the names and addresses of three references by January 31, 1997, to: Dr. Kowichi Jimbow, Dermatology & Cutaneous Sciences Division, 260G Heritage Medical Research Centre, University of Alberta, Edmonton, Alberta T6G 2S2. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

MICROBIOLOGY

UNIVERSITY OF GUELPH — The Department of Microbiology, University of Guelph invites applications for a Postdoctoral position to work in the area of enzymology and molecular biology of genes coding for novel enzymes degrading plant cell walls with emphasis on characterization of the catalytic properties of the enzyme(s) and subsequent manipulation of these properties through site-specific mutagenesis, leading to X-ray crystallography. Funding is for one year and renewable for a second, pending satisfactory progress and continued funding. Please submit a complete curriculum vitae and have sent under separate cover letters of recommendation from two referees. Contact: Dr. Cecil W. Forsberg, Department of Microbiology, University of Guelph, Guelph, Ontario N1G 2W1; Tel:(519) 824-4120, ext. 3433; FAX:(519) 837-1802; E-Mail: CFORSBER@MICRO.UOGUELPH.CA. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

MUSIC

THE UNIVERSITY OF ALBERTA — Department of Music. The Faculty of Arts and the Department of Music are in the midst of a process of extensive faculty renewal and renewal in the last 30 years. Three positions have been filled in the Department of Music in the last three years and at least four will be filled in the next five years, totalling a third of the Department. Accordingly, applications are invited for a full-time tenure-track position in strings and conducting at the Assistant Professor level (1996-97 salary range from $39,230). Applicants should have a completed doctorate or equivalent professional experience. Teaching duties may include studio teaching in the successful applicant's principal instrument, conducting of the Academy Strings and the University Symphony Orchestra, chamber music, classes in string instrument pedagogy and conducting. Research/creative activity will focus in solo and chamber music performance. Excellence and expertise in 20th century repertoires is highly desirable. Ability to work successfully in the graduate program (MMus) is essential. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If a suitable Canadian citizen or permanent resident cannot be found, other individuals shall be considered. Letter of application, curriculum vitae, three confidential letters of reference, and official transcripts of graduate work should be sent to Dr. Fordyce Pier, Chair, Department of Music, University of Alberta, 3-82 Fine Arts Building, Edmonton, Alberta, Canada T6G 2C9. Appointment date: 1 July 1997. Application deadline: January 15, 1997. Taper of solo and chamber music performances, and orchestral performance conducted by the applicant may be requested at a later date. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

THE UNIVERSITY OF ALBERTA — The Faculty of Arts and the Department of Music are in the midst of a process of extensive faculty renewal unequalled here in three decades. Three positions have been filled in the Department of Music in the last five years and at least four more will be filled in the next five, totalling a third of the Department. Accordingly, applications are invited for a full time tenure-track position in piano at the Assistant or Junior Associate Professor level (1996-97 salary ranging from $39,230 to $55,712). This position is subject to approval of funding. Applicants should have a completed doctorate or equivalent professional experience, and have a currently active performing career. Teaching duties may include studio teaching, chamber music coaching and classes in piano pedagogy and piano literature. Research/creative activity will be focused in solo and chamber music performance. Experience and expertise in 20th century repertoires is highly desirable. Ability to work successfully in the graduate program (MMus and DMus) is essential. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. Letter of application, curriculum vitae, three confidential letters of reference, and official transcripts of graduate work should be sent to Dr. Fordyce Pier, Chair, Department of Music, University of Alberta, 3-82 Fine Arts Building, Edmonton, Alberta, Canada T6G 2C9. Appointment date: 1 July 1997. Application deadline: January 15, 1997. Tapes of solo or chamber music performances may be requested at a later date. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

MUSIC EDUCATION

THE UNIVERSITY OF WESTERN ONTARIO — Elementary Music Education. The Department of Music Education invites applications for a tenure-track position at the Assistant Professor level in Elementary Music Education, effective July 1, 1997. Candidates should hold a doctorate and have demonstrated an ongoing ability and interest in research and scholarship; a strong record of scholarly publications is expected. Extensive background in both the theoretical and practical aspects of the major elementary methodologies (Kodaly, Orff, Dalcroze) is required. Candidates must also have demonstrated successful public school teaching experience. Responsibilities will include teaching courses in elementary music education and foundations courses in music education at both the undergraduate and graduate level, and thesis supervision. The closing date for applications is February 1, 1997 or when the position is filled. Interested candidates should send their curriculum vitae and the names of three references to: Dr. Harold Fiske, Acting Chair, Department of Music Education, Faculty of Music, The University of Western Ontario, London, Ontario N6A 3K7. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

NURSING

TRINITY WESTERN UNIVERSITY — Nursing. Subject to budgetary approval, a tenure track position is available in Community Health Nursing beginning August, 1997. Position requires theory and clinical teaching. Doctorate preferred with experience in clinical specialty. RNABC registration required. Trinity Western University is a Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. Candidates must be able to support the University's Statement of Faith and Community Standards. CV's and letters of reference should be addressed to Dr. Julia Emblen, Director, Trinity Western University, 7600 Glover Road, Langley, B.C. V2Y 1Y1 (604) 888-7511; Fax: 604-888-1225; email emblen@twu.ca. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens or permanent residents.

THE UNIVERSITY OF ALBERTA — Faculty of Nursing. Employment Opportunities. The University of Alberta Faculty of Nursing is looking for three (3) highly qualified individuals for teaching positions beginning July 1997 at the assistant or associate professor level ($39,325.00 - $68,056.00). Appointment salary is commensurate with qualifications with experience. Ideal candidates will have clinical expertise and/or specialize in the areas of parent-child, community health, or mental health nursing. Ideal candidates will have a doctoral degree, preferably in nursing. Other qualifications include, but are not limited to, a master's degree in nursing and an established program of research reflected in publications in refereed journals. Applicants must hold current nursing registration in Alberta or be eligible to be registered as a nurse in the Province of Alberta. Applicants should submit a curriculum vitae, a teaching dossier and the names of three referees to Dr. Marilynn J. Wood, Dean, Faculty of Nursing, University of Alberta, 3-129 Clinical Sciences Building, Edmonton, Alberta, Canada T6G 2G3. Closing date: November 30, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

PHILOSOPHY

UNIVERSITY OF BRITISH COLUMBIA — The Centre for Applied Ethics and the Faculty of Commerce invite applications for a newly created Chair in Business Ethics. Rank, salary and tenure are open, and the starting date is flexible. This is a tenure track appointment and will require regular teaching and research in the Faculty of Commerce along with the research appointment in the Centre. Candidates should have a PhD in Philosophy (in such areas as philosophy and economics, ethics, applied ethics, or political philosophy), and a serious commitment to business ethics research. New or recent PhD's are welcome to apply, as are more senior scholars. It is expected that the successful candidate will integrate teaching and research in the context of the Centre, the Faculty of Commerce and the business community. Inquiries and applications, including names and addresses of three references and a curriculum vitae, should be sent to: Michael McDonald, Centre for Applied Ethics. The position may be advertised again if a suitable candidate is not found. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Centre for Applied Ethics, UBC, 227 - 6356 Agricultural Road, Vancouver, B.C. V6T 1Z2 Canada; Phone: (604) 822-5139; Fax: (604) 822-8627; Email: centre@ethics.ubc.ca.

PHYSICAL EDUCATION

UNIVERSITY OF MANITOBA — Applications or nominations are invited for the position of Head Football Coach. The appointment is a full time term position at the rank of Instructor I, Instructor II or Senior Instructor, depending on qualifications and experience, in the Faculty of Physical Education and Recreation Studies, University of Manitoba, effective January 1, 1997. Duties include coordination of coaching staff, recruitment of players, direction of off-season training programs, teaching duties, and all other responsibilities normally associated with the Head Coach's position. Qualifications for the position include a university undergraduate degree, with at least five (5) years related football coaching experience, a minimum Level III certification in the National Coaching Certification Program for Football would be preferred, and at least three (3) years teaching experience is required. Leadership experience in the sport of football would also be an asset for this position. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary range for this position would be $40,000.00 to $55,000.00 per annum, depending on qualifications and experience. Applicants should submit a letter of application, curriculum vitae, and arrange for three letters of reference to be sent by November 30, 1996 to: Mr. Walt McKee, Athletic Director, Faculty of Physical Education and Recreation Studies, University of Manitoba, 124 Frank Kennedy Centre, Winnipeg, MB, Canada, R3T 2N2, Phone: (204) 474-9140, Fax: (204) 275-5122.

ASSISTANT PROFESSOR in LATIN AMERICAN HISTORY AND POLITICAL SCIENCE

The University of Calgary invites applications for a four year "contingent term" appointment in Latin American History and Political Science at the Assistant Professor rank, to begin July 1, 1997, with the possibility of appointment to tenure track.

A PhD (preferably in History, but with Political Science not excluded) is required at this position level, with a record of publications. Salary will be commensurate with qualifications. The successful candidate will be [illegible] contemporary Latin American politics.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. The closing date for applications is January 30, 1997. Applicants should send a letter of application, three letters of reference, and a curriculum vitae, to:

Dr. J.R. Ferris, Head
Department of History
The University of Calgary, 2500 University Drive N.W.
Calgary, Alberta T2N 1N4

THE UNIVERSITY OF CALGARY

www.ucalgary.ca

1997 SPRING/SUMMER INSTRUCTOR POSITIONS
THE UNIVERSITY OF CALGARY

The University of Calgary is now accepting applications for instructor positions in the 1997 Spring/Summer Session. Undergraduate and graduate level instructional courses may be available in Computer Science, Continuing Education, Dance, Economics, Educational Research, English, Greek, Latin & Ancient History, History, Management, Mathematics & Statistics, Music, Political Science, and Sociology.

Spring/Summer Session is scheduled in two academic terms: May 14 - June 30, and July 2 - August 18. The positions are term positions for approximately three to six weeks.

Requirements: PhD or equivalent is preferred, with three to five years of university level teaching experience in the subject area. Published articles in national and international journals would be an asset.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

The deadline to receive applications is December 13, 1996. Applications should include a curriculum vitae and indicate the area of interest, and forwarded to:

The Special Sessions Office
Faculty of Continuing Education
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta T2N 1N4
Fax: (403) 220-0045 Tel: (403) 220-4991

THE UNIVERSITY OF CALGARY

www.ucalgary.ca

Assistant Professor of English
The University of Calgary

The University of Calgary Department of English, invites applications for one tenure-track position and one four-year contingent term position at the rank of Assistant Professor. Appointment effective July 1, 1997. Salary floor: $40,238.

We are seeking candidates with a completed PhD and qualifications in one or more of the following areas: Creative Writing; Modernism (especially American); and Renaissance (non-dramatic). Candidates who are able to teach generalist as well as specialized courses, and have secondary disciplinary strengths inside or outside the humanities are particularly welcomed.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Applicants should send a curriculum vitae and a sample of published or written work and arrange to have three letters of reference sent before January 2, 1997 to:

Professor A. Kertzer
Head, Department of English
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta T2N 1N4

THE UNIVERSITY OF CALGARY

www.ucalgary.ca

The University of Manitoba
Faculty of Mangement

INSTITUTE OF CHARTERED ACCOUNTANTS OF MANITOBA PROFESSORSHIP

The Faculty of Management, University of Manitoba invites applications for the Institute of Chartered Accountants of Manitoba Professorship. This is a tenure-track position. Rank is at the Associate or Full Professor level, and is based on qualifications and experience. Visiting appointment is also possible. PhD must be completed. Duties include research and teaching at the undergraduate and graduate levels. A strong track record of research and publication is required. Salary is competitive and will depend on qualifications, experience and research record. The position is supported by travel and research funds. The closing date for applications is **NOVEMBER 30, 1996.** Appointment date is open. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University offers a smoke free work environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: **DR. FREDERICK A. STARKE, CHAIR, ACCOUNTING SEARCH COMMITTEE, FACULTY OF MANAGEMENT, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 5V4.**

CLASSIFIEDS

WILFRID LAURIER UNIVERSITY — Applications are invited for a continuing appointment, subject to budgetary approval, in the Department of Physical Education at Wilfrid Laurier University. Applicants should have expertise in and be able to teach undergraduate courses in two or three of the following areas: athletic injuries/sports medicine, personal and community health, physical activity for special populations, human anatomy/physiology and skills practica. Candidates are expected to have a PhD as well as relevant teaching and independent research experience. The successful candidate will be expected to teach in an undergraduate program, maintain an active research program and contribute to departmental committees. The appointment will be effective July 1, 1997. Wilfrid Laurier University is committed to employment equity policies and welcomes applications from all qualified men and women including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Letters of application, which include a description of research and teaching interests, should be accompanied by a curriculum vitae and the names of three referees. These should be forwarded by January 31, 1997 to Dr. Peter M. Tiidus, Chair, Department of Physical Education, Wilfrid Laurier University, 75 University Ave. West, Waterloo, ON, Canada N2L 3C5.

PHYSICS & ASTRONOMY

THE UNIVERSITY OF BRITISH COLUMBIA: The Department of Physics and Astronomy invites applications for a tenure-track position at the Assistant Professor level, commencing July 1st, 1997, in the field of experimental particle physics. Exceptional candidates in other fields will also be considered. Candidates should have a PhD degree or equivalent, some postdoctoral experience, an outstanding research record and an aptitude for undergraduate and graduate teaching. The appointment is subject to final budgetary approval. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should submit a curriculum vitae and a statement of current research interests and future plans. They should also arrange to have three letters of reference sent directly to: Prof. B.G. Turrell, Head, Dept. of Physics & Astronomy, The University of British Columbia, 6224 Agricultural Road, Vancouver, B.C. V6T 1Z1, Canada. The deadline for receipt of all application material is: Dec. 31st, 1996.

PLASTIC & RECONSTRUCTIVE SURGERY

UNIVERSITY OF ALBERTA — Division of Plastic and Reconstructive Surgery. The University of Alberta is accepting applications for the position of Academic Plastic Surgeon in the Division of Plastic and Reconstructive Surgery and the Firefighter's Burn Treatment Unit. This position will be a geographic full-time position at the Assistant Professor level ($39,230 - $55,526). The successful applicant must have an interest in caring for the burn patient and skills which include wound care management as well as intensive care training. The candidate must be a board certified plastic surgeon with Burns as an academic area of interest and is capable of working cooperatively in a multi-disciplinary team. Fellowship in burn care of laboratory research would be an asset. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should reply by December 31, 1996, enclosing a recent curriculum vitae and the names of three referees to: Dr. S.M. Hamilton, Walter Stalling Anderson Professor and Chair of Surgery, 2D2.24 Walter C. Mackenzie Health Sciences Centre, 8440-112 Street, Edmonton, Alberta T6G 2B7. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities and members of visible minorities.

PSYCHIATRY

UNIVERSITY OF BRITISH COLUMBIA — Head, Department of Psychiatry. The Faculty of Medicine, University of British Columbia invites applications and nominations for the position of Head of the Department of Psychiatry. We seek an academic leader who will vigorously direct and develop the teaching and research programs of the Department which functions in seven teaching hospitals. The Department has 24 Full-time and 165 Clinical/Part-time Faculty members and currently attracts external research support of over $2.8 million annually. Candidates should hold specialty qualification in Psychiatry and have a proven record of scholarly excellence, broad clinical experience and a commitment to undergraduate and graduate medical education. Anticipated start date will be July 1, 1997. The successful candidate will also be appointed at the rank of Professor. Salary will be commensurate with experience and qualifications. This appointment is subject to final budgetary approval. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications, accompanied by a detailed curriculum vitae and the names of three references, should be directed by December 31, 1996 to: Dr. John Cairns, Dean, Faculty of Medicine, Room 317, Instructional Resources Centre, University of British Columbia, 2194 Health Sciences Mall, Vancouver, B.C., Canada V6T 1W5.

PSYCHOLOGY

DALHOUSIE UNIVERSITY — Developmental Psychologist. The Department of Psychology at Dalhousie University has a full time probationary tenure-track faculty position in any area of developmental psychology effective September 1, 1997. Applicants are expected to hold a PhD. A commitment to developing a vigorous research program and to undergraduate teaching is essential. This position is subject to final budgetary approval. Closing date for applications is December 23, 1996. Applicants should include curriculum vitae and arrange for three letters of reference to be sent directly by referees. Applications should be sent to: Dr. Phil Dunham, Department of Psychology, Dalhousie University, Life Sciences Centre, Halifax, Nova Scotia, Canada B3H 4H1 or Fax: (902) 494-6585. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, Aboriginal peoples, racially visible people and persons with a disability. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

DALHOUSIE UNIVERSITY — Experimental/ Quantitative Psychologist. The Department of Psychology at Dalhousie University has a full-time, probationary tenure-track Assistant Professorship available September 1, 1997. The position is for an experimental psychologist, any area, who is strong in quantitative methods, experimental design, and psychological statistics. Applicants are expected to hold a PhD. A commitment to developing a vigorous research program and to undergraduate and graduate teaching is essential. The position is subject to final budgetary approval. Closing date for applications is December 23, 1996. Applicants should include curriculum vitae and arrange for three letters of reference to be sent directly by referees. Applications should be sent to: Dr. Raymond Klein, Department of Psychology, Dalhousie University, Life Sciences Centre, Halifax, Nova Scotia, Canada B3H 4J1 or Fax (902) 494-6585. Dalhousie University is an Employment Equity/ Affirmative Action Employer. The University encourages applications from qualified women, Aboriginal peoples, racially visible people and persons with a disability. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO — Psychology Applications are being accepted for a tenure-track position in either clinical or cognitive neuropsychology. The preference is for an appointment at the level of assistant professor, but applications at the associate level will be considered. A PhD is required and responsibilities include teaching at the graduate and undergraduate levels, development of a sustained research program, and supervision of student research. Send application, curriculum vitae, samples of scholarly work, and supervision of student research. Send application, curriculum vitae, samples of scholarly work, and three letters of recommendation to Michael Ross, Chair, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The application deadline is January 15, 1997; the starting date is September 1, 1997. The appointment is subject to the availability of funds. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

YORK UNIVERSITY, Atkinson College, Department of Psychology. Applications are invited for a tenure-track position at the assistant professor level, beginning July 1, 1997. The position is subject to budgetary approval by the University. The successful candidate will have a PhD in applied social psychology, or be near completion, a demonstrable interest in community mental health, and a promising publication record and programme of research. Teaching duties associated with this position are primarily at the undergraduate level but may include teaching and research supervision in the Graduate Faculty. Atkinson College is a faculty of York University whose mission is to provide a range of degree programmes for adult students studying on a part-time basis primarily through evening courses and both evening and daytime courses in the summer session. Enquiries and applications, with curriculum vitae and relevant reprints, should be directed to: Prof. Stephen Fleming, Chair, Department of Psychology, Atkinson College, York University, North York, Ontario, M3J 1P3. (Tel.:416-736-5202; Fax 416-736-5662; e-mail - sfleming@yorku.ca) Candidates should also arrange for three letters of reference to be sent directly to the Chair. Deadline for applications is January 15, 1997. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF ST. JEROME'S COLLEGE — Department of Psychology. Applications are invited for a tenure track position in Psychology at the level of Assistant Professor to commence on July 1, 1997. The successful candidate will hold a PhD in Psychology with a specialization in some aspect of developmental psychology, interpersonal relations, or clinical approaches and systems. Salary will begin at the current Assistant floor of $38,900.00. The University of St. Jerome's College is a liberal arts, Roman Catholic institution federated with the University of Waterloo. Applications together with the names of three references should be mailed to Dr. J.A. Loftus, Chair, Department of Psychology, University of St. Jerome's College, Waterloo, Ontario, Canada, N2L 3G3, by February 1, 1997. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of St. Jerome's to fill its vacancies with recent PhD graduates whenever possible.

BRANDON UNIVERSITY — The Department of Psychology at Brandon University invites applications for a three-year term position in Child Psychology at the rank of Assistant or Associate Professor. Salary will be commensurate with qualifications. The successful candidate will teach courses in Child Psychology, Introductory Psychology, and one other area, and will be expected to have or develop and maintain an active program of research. Qualifications: PhD in Psychology. Ranks & Salaries. Assistant Professor: $37,798 - $56,856; Associate Professor: $50,117 - $73,517. Application deadline: November 30, 1996. Date of Appointment: January, 1997, or July, 1997. Please send curriculum vitae with application and arrange for official academic transcripts and three reference letters to be sent to: Dr. Linda L. Rose, Chair, Department of Psychology, Brandon University, Brandon, Manitoba, R7A 6A9. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

RESOURCE & ENVIRONMENTAL MANAGEMENT

SIMON FRASER UNIVERSITY — Faculty Position in Spatial Analysis and Geographic Information Systems in Resource and Environmental Management. We invite applications for a full-time, tenure-track appointment at the Assistant Professor level, beginning as soon as possible. The candidate should be an applied ecosystem scientist with an interest in spatial analysis and background in physical and watershed processes or the dynamics, management, and conservation of ecological resources. Applicants should have practical experience with the application of Geographic Information Systems (GIS) to the analysis of problems in natural resource and environmental management. The candidate will be responsible for developing and managing a GIS teaching and research facility which will support natural and social science approaches to the analysis and solution of resource management problems. She or he will teach graduate courses in the areas of GIS applications in natural resource management and in their area of interest. The successful candidate will direct graduate research and conduct a personal research program in a dynamic, multidisciplinary professional school. Relevant teaching experience is desirable. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. All appointments are subject to budgetary authorization. Applicants should send a curriculum vitae, transcripts, samples of relevant reprints and immediately request three referees to send confidential letters of recommendation directly to: Director, School of Resource and Environmental Management, Simon Fraser University, Burnaby, B.C., V5A 1S6. The closing date is 15 December 1996.

RUSSIAN

THE UNIVERSITY OF CALGARY — The Department of Germanic, Slavic and East Asian Studies at the University of Calgary takes pride in its attention to teaching Russian in the Canadian university context, and seeks someone able to contribute to continued innovation in its Russian programme. The successful candidate will have a lively interest in developing a rich learning environment for undergraduate students. The person will have a strong background in Russian studies, in the widest sense, as well as second language pedagogy in an intercultural context, and enjoy the challenge of meeting the demands of educational change. This tenure-track appointment will begin July 1, 1997. Specialization: open ("Universalgest" in the best Goethian sense!). Candidates with secondary fields inside or outside the humanities are welcome to apply. Requirements: PhD and proficiency in Russian. In accordance with Canadian immigration requirements,

CAUT ACPPU BULLETIN

PUBLISHER'S STATEMENT
DÉCLARATION DE L'ÉDITEUR

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permettre. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la redactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à la formation et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourtaient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tel: (202)737-5900.

ADVERTISING DEADLINES

The *Bulletin* is published 10 times during the academic year: 1st week of each month September through June.

JAN	FEB	MAR
Classified: Dec 5/96 • 12 pm	Classified: Jan 8/97 • 12 pm	Classified: Feb 7/97 • 12 pm
Display: Dec 12/96 • 12 pm	Display: Jan 15/97 • 12 pm	Display: Feb 14/97 • 12 pm

DATES LIMITES

Le *Bulletin* est publié dix fois pendant l'année universitaire, soit la première semaine de chaque mois, de septembre à juin.

JAN	FÉV	MAR
Petites annonces: 5 déc/96 • 12h00	Petites annonces: 8 jan/97 • 12h00	Petites annonces: 7 fév/97 • 12h00
Grandes annonces: 12 déc/96 • 12h00	Grandes annonces: 15 jan/97 • 12h00	Grandes annonces: 14 fév/97 • 12h00

University of Alberta
Edmonton

ATL Research and Evaluation

Faculty of Extension

Applications are invited for a tenure-track position in the Faculty of Extension at the University of Alberta. The Appointment will be at the Assistant Professor level (minimum salary $39,230).

The newly-created position will be in the Academic Technologies for Learning Unit, which follows the University's mandate to improve the quality of learning and access through technological innovation. The date of appointment will be February 1, 1997. The successful applicant will be responsible for the design and implementation of a research and evaluation program related to the application of learning technologies, for both on-campus and off-campus delivery of credit and non-credit programming.

A doctorate or near completion in education evaluation preferably with a focus in adult education or educational technology is required. As well, a proven capacity to design and implement evaluation programs using both qualitative and quantitative methodologies. Preference will be given to applicants with a demonstrated publication record.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta will try to facilitate spousal employment within the limits of current Canada Employment and Immigration requirements.

Applications, including a current curriculum vitae, relevant scholarly papers and the names of three referees, should be submitted by December 15, 1996 to:

Dr. R. Garrison, Dean
Faculty of Extension
University of Extension Centre
University of Alberta
8303-112 Street
Edmonton, Alberta, T6G 2T4

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

The University of Manitoba
Department of Internal Medicine

HEAD
SECTION OF CARDIOLOGY

The University of Manitoba is searching for a Head, Section of Cardiology, Health Sciences Centre and St. Boniface Hospital. This individual will also be Director of the Clinical Cardiovascular Research Unit, St. Boniface General Hospital Research Centre, and will provide support to the Provincial Director, Cardiac Services in provision of cardiology services.

This is a major academic position with substantial resources distributed between two tertiary teaching hospitals, the Health Sciences Centre and the St. Boniface General Hospital. There are presently 11 GFT cardiologists within the Section with major clinical and investigative responsibilities in interventional cardiology, echocardiography and nuclear cardiology.

The successful candidate will have proven leadership abilities, a record of continuing achievement in basic or applied research, and a demonstrated capacity to collaborate with related disciplines. He/she must also have clinical and teaching skills to further the aims of undergraduate and postgraduate teaching in Cardiology. The applicant will have an important role in creating an outstanding cardiovascular research program by adding clinical research expertise to the very productive basic science and epidemiology units already on site. There will be the opportunity to recruit 2 additional researchers immediately.

A geographic full-time tenured position will be offered at the rank of Associate Professor or Professor, as appropriate. Candidates must have senior specialty qualifications in Cardiology in Canada or the country of current practice and be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Cardiology by the Royal College of Physicians and Surgeons of Canada is preferred.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents.

Interested applicants should submit a complete curriculum vitae and the names of three references to: **DR. L.E. NICOLLE, H.E. SELLERS PRDFESSOR AND HEAD, DEPARTMENT OF INTERNAL MEDICINE, ROOM GC 430 HEALTH SCIENCES CENTRE, 820 SHERBROOK STREET, WINNIPEG, MANITOBA, CANADA, R3A 1R9.** Closing date for receipt of applications is **DECEMBER 15, 1996.**

ANNONCES CLASSÉES

priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Candidates should send an application, including curriculum vitae, and arrange to have three persons forward letters of recommendation by December 15, 1996 to: Professor Esther Enns, Acting Head, Department of Germanic, Slavic & East Asian Studies, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada T2N 1N4.

SOCIAL POLICY

UNIVERSITY OF REGINA — Senior Social Policy Researcher. Applications for a social policy research coordinator are invited from those with a background in innovative and interdisciplinary research in social and public policy. Areas of particular interest include the effects of changing fiscal arrangements on social programs, integration of human services, development and delivery of aboriginal social programs, and new approaches to income security. The position has been created through a joint initiative of the Faculty of Social Work and the Saskatchewan Department of Social Services, and the incumbent will work with the Faculty and the Department in furthering their research agendas. This is a minimum three-year term appointment. The successful candidate will participate in social research projects that are interdisciplinary and collaborative in nature, and will facilitate cooperation on projects between universities, government departments, and community organizations. The minimum requirements call for a graduate degree in the social sciences and a record of research in the areas of social administration and social policy. A PhD in social work or the social sciences is preferred. The salary will be commensurate with the appointee's qualifications and experience. Both recent graduates and those seeking a challenging research leave opportunity will be considered. Applications, including a curriculum vitae and names of three references, should be submitted by December 15, 1996 to Dean Sharon McKay, Faculty of Social Work, University of Regina, Regina, Saskatchewan, S4S 0A2. Phone: (306) 585-4037; Fax: (306) 585-4872. The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Canadian Aboriginal people, persons with disabilities, members of visible minorities, and women are invited to identify themselves as members of these designated groups on their applications.

SOCIOLOGY

THE UNIVERSITY OF WINNIPEG — The Department of Sociology at The University of Winnipeg invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor. Subject to budgetary approval, this appointment is effective July 1, 1997. Salary commensurate with qualifications and experience. The successful candidate should be prepared to teach courses in research methods and criminology at the undergraduate level in the Sociology Department and the Program in Justice and Law. Candidates should have a PhD in Sociology. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Interested candidates should, by December 15, 1996 send a curriculum vitae, including three letters of reference to: Professor Joel Rowek, Chair, Department of Sociology, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9.

STATISTICS & ACTUARIAL SCIENCES

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Statistical and Actuarial Sciences invites applications for one or more limited term positions in statistics at the Assistant Professor level. The term of each appointment will be for one year, commencing July 1, 1997. A PhD degree and demonstrated excellence in teaching and research are required. Salary is negotiable. Applications, including a detailed curriculum vitae and the names of three referees, should be sent to Professor David R. Bellhouse, Chair, Department of Statistical and Actuarial Sciences, The University of Western Ontario, London, Ontario, Canada N6A 5B7. The deadline for receipt of applications is January 31, 1997. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Statistical and Actuarial Sciences invites applications for a tenure track position in actuarial science. The appointment will be made at the Assistant or Associate Professor level to commence July 1, 1997. Salary is negotiable. A PhD degree and Associateship or preferably Fellowship in the Society of Actuaries, as well as demonstrated excellence in teaching and research, are required. The successful candidate will be appointed to the Richter Chair of Actuarial Science, endowed by the Richter family in memory of John G. Richter (1854-1932). Richter, who taught himself actuarial science, served as General Manager of London Life Insurance from 1883 to 1920, Vice-President from 1920 to 1928 and President from 1928 to 1932. Applications, including a detailed curriculum vitae and the names or three referees, should be sent to Professor David R. Bellhouse, Chair, Department of Statistical and Actuarial Sciences, The University of Western Ontario, London, Ontario, Canada N6A 5B7. The deadline for receipt of applications is December 20, 1996. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF WATERLOO — The Department of Statistics and Actuarial Science invites applications for one or more Post-Doctoral positions in Statistics. Successful applicants will work with members of the Department on research problems in statistics. Candidates with an interest in any area of statistics, biostatistics, industrial statistics or statistical computing are encouraged to apply. Candidates must have completed all requirements for a PhD in Statistics or closely related area at the time the appointment begins. Appointment may begin January 1, 1997 or later. Applications will be accepted until February 28, 1997. Please submit a curriculum vitae as well as information on teaching and consulting experience, and arrange for three letters of reference to be sent to: Professor Mary E. Thompson, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada. These appointments are subject to the availability of funds. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

SURGERY

UNIVERSITY OF ALBERTA — Pediatric General Surgeon. The Department of Surgery, University of Alberta, jointly with the Children's Health Council is accepting applications for the position of Pediatric General Surgeon, Division of General Surgery, University of Alberta. The successful applicant must have fulfilled the fellowship qualifications of the Royal College of Physicians and Surgeons of Canada in Pediatric Surgery and have completed post-Fellowship training in Pediatric Surgery. A commitment to teaching and research is expected. This appointment will be made at the level of Assistant Clinical Professor or Associate Professor with financial support to be determined. Final income will be negotiated on the basis of clinical activity, research and teaching productivity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should reply by January 31, 1997, enclosing a recent curriculum vitae and the names of three referees to: Dr. S.M. Hamilton, Walter Stirling Anderson Professor and Chair of Surgery, 2D2.24, Walter Mackenzie Health Sciences Centre, 8440 - 112 Street, Edmonton, Alberta T6G 2B7. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

THEATRE

UNIVERSITY OF VICTORIA — Department of Theatre, Faculty of Fine Arts. The following position is available, subject to funding: Position: Assistant Professor (Tenure Track); Qualifications: PhD in Theatre History and at least two years teaching experience at the university level. Duties: To teach in the following areas of Theatre History: Antiquity through Contemporary and Introduction to Theatre. A knowledge of Canadian Theatre History and graduate supervision is required. Salary: Commensurate with University of Victoria Policy. Application Deadline: 15 January 1997. Apply to: Dr. Giles Hogya, Chair, Department of Theatre, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Please send letter of application, C.V., and three references. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. Women are especially encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

URBAN & REGIONAL PLANNING

RYERSON POLYTECHNIC UNIVERSITY — The Ryerson School of Urban and Regional Planning invites applications for a tenure stream position at the Assistant Professor level, effective August 1, 1997. The School wishes to appoint in the areas of land use planning and design, with the following areas of expertise also being of interest: environmental planning, urban history and futures, participatory and conflict resolution practices, research methods, and transportation. The successful candidate will demonstrate a high level of competence in (1) using various teaching modes including studios, supervision of individual and group projects, and lectures; (2) consistently emphasizing best and current practices in urban planning, illustrated within a wider environmental, economic, social and cultural context; and (3) connecting current planning theories to issues of race, class, gender and social justice. She/he will be able to teach in at least two areas. The School, which offers an undergraduate degree, has been prominent in educating professional planners for over 25 years. Its location in downtown Toronto offers extensive opportunities for engaging in diverse types of urban and regional research. Applicants should hold a degree in planning and a PhD, and have recent planning experience. They must demonstrate clear potential for high quality research, publication, teaching, and practice. Membership in the Canadian Institute of Planners or equivalent professional organization is expected. Please send a letter stating your research and teaching interests, a curriculum vitae, one sample of your work, and the names and the means to contact three referees, no later than January 6, 1997, to Dr. Beth Moore Milroy, Director, School of Urban and Regional Planning, Ryerson Polytechnic University, 350 Victoria Street, Toronto, ON M5B 2K3. This advertisement is directed to Canadian citizens and permanent residents. Ryerson Polytechnic University has an employment equity program and encourages applications from all qualified applicants, including women, visible minorities, aboriginal peoples and people with disabilities. In accordance with Section 14 of the Human Rights Code, special consideration will be given to female applicants.

VISUAL ARTS

UNIVERSITY OF OTTAWA — Department of Visual Arts, Assistant Professor, Multimedia. The Department of Visual Arts of the University of Ottawa announces the opening of a full-time, tenure-track position, at the rank of Assistant Professor, in the area of multimedia. The successful candidate will teach multimedia with emphasis on electronic technology (video, computer, etc.); he or she will also be able to teach foundation level courses. The Department offers a Bachelor of Fine Arts programme which is committed to studio practice and theory. Requirements: Recognised studio practice and exhibitions in multimedia; Teaching experience; M.F.A. or equivalent; Bilingualism as determined by the criteria of the University of Ottawa; Willingness to locate in the Ottawa region; Salary will be determined according to the Collective Agreement of the University of Ottawa. Starting date: July 1st, 1997. Deadline for applications: November 21st, 1996 or until appointment of a suitable candidate. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Ottawa is committed to an employment equity programme and strongly encourages applications from women. Candidates should submit their curriculum vitae, visual documentation of their work, and names of three referees to: Mr. Olivier Asselin, Chairperson, Department of Visual Arts, University of Ottawa, P.O. Box 450, Stn A, Ottawa ON K1N 6N5.

UNIVERSITÉ D'OTTAWA — Département d'arts visuels, poste de professeur(e) de multimédia. Le département d'Arts visuels de l'Université d'Ottawa annonce l'ouverture d'un poste de professeur(e) à temps complet au rang d'adjoint(e), condusant à la permanence, dans le domaine du multimedia. La personne retenue aura à enseigner le multimédia (en particulier les technologies électroniques comme la vidéo et l'ordinateur); mais doit aussi être capable d'enseigner certains cours de base. Le département offre un programme de Baccalauréat en Arts visuels axé sur les pratiques d'atelier et la théorie. Exigences: Pratique reconnue et exposition dans le domaine du multimedia; Expérience dans l'enseignement; M.A.V. ou l'équivalent; La personne devra satisfaire aux exigences de l'Université d'Ottawa en matière de bilinguisme; La personne devra être prête à s'établir dans la région d'Ottawa; Le salaire sera établi selon la convention collective de l'Université d'Ottawa. Entrée en fonction: le 1er juillet 1997. Date limite des candidatures: le 21 novembre 1996 ou jusqu'à ce que le poste soit comblé. Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux personnes de citoyenneté canadienne et de résidence permanente. L'Université a une politique d'équité en matière d'emploi et encourage fortement les femmes à présenter leur candidature. Les candidatures doivent nous parvenir accompagnées d'un curriculum vitae et d'une documentation visuelle du travail, et les noms de trois personnes à qui s'adresser pour références, à l'adresse suivante: M. Olivier Asselin, directeur, Département d'Arts visuels, Université d'Ottawa, C.P. 450, Succ. A, Ottawa ON K1N 6N5.

WOMEN'S STUDIES

ATHABASCA UNIVERSITY — Women's Studies. The Centre for Work and Community Studies at Athabasca University invites applications for a tenure track appointment in Women's Studies at the Assistant Professor level. Responsibilities will include the development, teaching, and co-ordination of undergraduate distance education courses in Women's Studies. Teaching responsibilities could include a course in issues and strategies in counselling women and a course in issues of women's health. The ideal candidate should hold a PhD, and should have a proven record in feminist teaching and research, a demonstrated commitment to women's studies, and teaching experience in distance and/or adult education. Skills and experience using electronic networks for course delivery are highly desirable. The position is cross-disciplinary. Areas of interest include (but are not limited to) applied areas such as clinical/counselling psychology, feminist counselling, environmental studies, community development, social work, and First Nations studies. Athabasca University is an open university specializing in distance education, and is located in the Town of Athabasca, 150 km north of Edmonton, Alberta. Athabasca University maintains an environment which develops and supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian Immigration department regulations, this advertisement is directed primarily to Canadian citizens and those holding landed immigrant status in Canada. Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees to: Ms Linda Reimer, Office of the President, Athabasca University, Box 10,000, Athabasca, Alberta, T9S 1A1 or e-mail lindar@ admin.athabascau.ca. Further information may be obtained from Dr. Barbara Roberts at (403) 675-6250, (fax) (403) 675-6186 or e-mail barbarar@cs.athabascau.ca. Closing date for this position is December 15, 1996.

UNIVERSITY OF ALBERTA — The Women's Studies Program of the University of Alberta invites applications for a tenure track position at the junior level of Assistant Professor. The minimum salary for an Assistant Professor is $39,230. Salary is in accordance with experience and the collective agreement. The position will be in any of the follow areas: feminist theory, feminist psychology, cross-cultural studies (development, immigration, ethnicity, post-colonialism). Candidates must possess a PhD in women's studies or a related discipline with specialization in contemporary women's issues. Preference will be given to candidates with an interdisciplinary approach, teaching experience, an active program of research and publications, and the potential to teach introductory courses in women's studies and feminist theory, and to contribute to administrative duties. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications including curriculum vitae and writing samples (article/chapter) and three letters of reference should be sent to Professor Claudine Potvin, Chair, Women's Studies Program, 3-15 Tory Building, University of Alberta, Edmonton, Alberta, T6G 2H4. E-mail address: cpotvin@ugpu.serv.ca. Fax (403) 492-5273. Date of appointment: July 1, 1997. Deadline for applications: January 1, 1997. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ACCOMMODATIONS

FOR RENT — Victoria furnished sabbatical home available January-July 1997, $1,000 per month + utilities. 20' drive to U. of Victoria, 5' to downtown, 30' to ferries. LR, DR, 2 bedrooms, study/bedroom, garden. Non smokers. email: mpuja@uvic.ca.

SABBATICAL RENTAL — Firenze/Italy. Historic Centre attractive one-bedroom apartment, sleeps 2/4. Monthly Italian Lira 1,500,000 + utsl.; weekly 700,000 all incl. - Spezzotti 011-39-55-245-739

WANTED in southern, preferably SW France, large furnished house or Appartment for academic family, July 97-July 98 (flexible). Could exchange for large comfortable house in Vancouver. Fax 604-822-9169 or ttbg@unixg.ubc.ca.

PROVENCE, South of France. 3-bedroom house (furnished) in the picturesque village of Puyloubier, 20km. east of Aix-en-Provence. Phone, washer, central heating. Available from December 1996. $1000.00 per month including utilities. Beth, (416) 978-7458 or 588-2580 or b.Savan@utoront.ca.

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Department of French, Italian and Spanish
The University of Calgary

The Department of French, Italian and Spanish of the University of Calgary has been given permission to make two tenure-track appointments in Spanish beginning July 1, 1997. We are seeking candidates in the following areas

(1) Latin American literature and culture (this component has links to an active Latin American Studies programme historically focused on Mexico);

(2) Peninsular Literature, with scholarly interests in the 19th and 20th centuries

One of these positions may be filled at any rank, the second is at the Assistant Professor level. Final determination of rank for each position will depend on the nature of the applications received, and applicants should indicate both the position and the rank for which they are applying

For each position, the Department requires candidates with leadership qualities and the flexibility to contribute to a small Spanish Section through participation in a wide range of its activities, which include the full spectrum of language teaching plus specialized studies in Peninsular and Latin American literature and culture at both undergraduate and graduate levels. All candidates should possess a PhD or the equivalent, an active research record, the willingness to work on contemporary literature, familiarity with current literary theory and cultural studies, broad experience in teaching Spanish as a second language, and native or near-native competence in Spanish.

In accordance with Canadian immigration requirements, priority will be given to Canadian Citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Applicants should send an application and curriculum vitae, and should arrange for three confidential letters of reference to be sent by December 1, 1996, to:

Professor D.C. Walker, Head
Department of French, Italian and Spanish
The University of Calgary
2500 University Drive NW
Calgary, Alberta T2N 1N4

THE UNIVERSITY OF CALGARY

www.ucalgary.ca

UNIVERSITÉ D'OTTAWA / UNIVERSITY OF OTTAWA

PROFESSEUR(E)S FACULTÉ D'ADMINISTRATION

La Faculté d'administration de l'Université d'Ottawa recherche pour janvier ou juillet 1997 un (une) professeur(e) francophone pour le poste suivant, sous réserve de disponibilité des fonds : un poste à temps plein menant à la permanence en comptabilité pour faire de la recherche et enseigner au niveau des 1er et 2e cycles en français. Qualifications requises: PhD dans le domaine (obtenu ou presque complété) et affiliation professionnelle (CA, CGA ou CMA); expérience en enseignement et en recherche souhaitable. Au moment de sa demande de permanence le (la) candidat(e) devra avoir atteint un niveau de compétence en anglais qui lui permet d'enseigner dans cette langue si cela s'avère nécessaire.

L'Université d'Ottawa a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature.

Cette offre est faite sous réserve de disponibilité des fonds.

Seul(e)s les candidat(e)s invité(e)s pour une entrevue recevront un accusé de réception.

Faire parvenir votre curriculum vitae au plus tard le 25 novembre à l'adresse suivante: **Jérôme Dontriaux, Ph.D., Vice-doyen, Faculté d'administration, Université d'Ottawa, C.P. 450, Succursale A, Ottawa, Ontario, K1N 6N5.** Tél: (613) 562-5869, Téléc. (613) 562-5166.

Department of Medicine
Chair

McMaster University's Department of Medicine is research intensive across a broad spectrum of basic and internationally renowned clinical research, committed to the undergraduate education, postgraduate residency, and graduate programs, and facilitates the provision of high quality diagnosis and management of the medical diseases of adults within the Central West Region of Ontario.

Your proven ability to administrate and provide vigorous academic leadership in the areas of education/research will enable you to successfully promote teaching, research, and scholarship, effectively represent the Department within the University and the community, and ensure the highest level of academic disciplines. You bring with you an MD and an FRCPC in Internal Medicine, exceptional communication capabilities, and relevant experience in an academic environment. This position is currently available for a five-year term.

Please apply in writing, including a detailed curriculum vitae and names of three references, by **November 22, 1996,** to: **Dr. J. Blenenstock, Dean and Vice President, Health Sciences, McMaster University, Room 2E5C, 1200 Main Street West, Hamilton, Ontario L8N 3Z5**

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities, and women.

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DALHOUSIE UNIVERSITY
Associate/Full Professor
Physiology & Biophysics

The Department of Physiology and Biophysics is seeking a new faculty member in the mid-career range. Applicants working in any area of physiology or biophysics will be considered, but the department is particularly interested in applicants whose research areas complement existing programs. Applicants must have a strong, funded research program, with an established record of research publications, undergraduate teaching, graduate student supervision, and contributions to departmental administration.

This is a salaried tenure track appointment. However, the successful applicant will be expected to apply for salary support from appropriate granting agencies. Applicants should be eligible to apply for Medical Research Council of Canada Scientist or Senior Scientist awards. The level of appointment and salary will depend on previous experience.

Send a curriculum vitae, publication list, and the names of three referees to: **Dr. Andrew S. French, Head, Department of Physiology and Biophysics, Dalhousie University, Sir Charles Tupper Medical Building, Halifax, Nova Scotia B3H 4H7,** Canada. Further information about the department is available at: http://www.physiology.dal.ca.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from Qualified Women, Aboriginal Peoples, Racially Visible Persons and Persons with Disabilities.

Closing date for applications: **November 30, 1996.**

The Makings of a New University

BILL BRUNEAU

In my September editorial I argued that Canadian university teachers must offer a persuasive new outlook on the value of public post-secondary education. Not only that, we must attract broad support for that outlook.

It's easy to see the urgency. We are faced in Manitoba with a direct attack on university autonomy. In Ontario, the idea of a "public" university system is in doubt. In both provinces legislators and inquirers ask what we have to offer as an alternative to a client-driven, privatized university system in Canada.

I always give CAUT's long-standing answers to these questions, but they do not always persuade neo-conservative proponents of small government. Here, then, are some notes about features of a "new university," some drawn from past practices, some not.

A new university must preserve the historic and democratic commitment to students and their families. Particularly since 1945 Canadian universities have welcomed more people than ever, and our graduates are well prepared to work in politics, culture, research and development, and business. The poor, the working classes, and members of equity-seeking groups still find it hard to get into post-secondary education. Although our universities are more open and diverse places than they were, we have far to go.

Universities should continue to be "intentional communities." Canadian universities have senates, boards of governors, faculty unions and associations, organizations of non-teaching staff, and student associations — and the list goes on. At their best, these are self-governing agencies, open and fair in their procedures and practices. In this sense Canadian universities are intentional communities. At their best, they show a visceral commitment to learning and to a democratic way of life.

Universities offer a stark contrast to consumerism — the idea that economic facts/factors are all that matter in life.

The market cannot answer the great social questions, nor satisfy our craving to make art or to understand fundamental forces at large in society and the natural world.

If the market reigned, universities would be private domains, some attracting huge bodies of students (but doing little research), others with fewer students and more research money, and all under greater management control than now. A new university will recover and will intensify its commitment to all that is public, transparent, and democratic in its make-up and governance.

The new university must keep faith with the principle of authority of knowledge. A life guided by knowledge and understanding is better than one that is not. And more knowledge and understanding are better than less. To put this in practical terms, most of us would rather be operated on by a doctor who knows plenty of anatomy, rather than someone who skipped that part of her or his medical education. We would rather live in a community with a democratic and knowledgeable view of politics and community than in a community utterly unable to cope with rapid change. We would prefer to live in a world where education and understanding, always scarce, are accessible to all.

In brief, Canadians prefer a democratic civic culture, achieved in part through universal public education, than to give in to the forces of simple managerialism and social indifference.

We must not lose sight of the importance of research and the renewal of teaching. A university values research as much as it does teaching. Stagnant fields of knowledge die. But research is incomplete unless it is communicated. In some cases that communication will occur in the classroom, and in others, in publication and in public meetings. In still other cases it will quickly find its way into both arenas.

In every case, quality is maintained through open and public access, and through peer review both of research and its results. The balance of research and teaching in Canadian universities helps explain the interest of our students in an immense range of fields and subjects, from Egyptology to astronomy by way of business administration.

Professionalism must continue to serve as a guarantee of quality. Especially in the past century, practitioners in many fields of knowledge have organized into communities of practice, often forming "professional" associations or societies. These associations offer important guarantees of the quality of research and practice in those fields. It is a crucial feature of these professions that practitioners govern themselves, and that their work is done openly. Without these two features we are open to the charge of being an exclusive club, speaking a language known only to ourselves.

All of this is just an opening to debate. CAUT has a big job to do in this — one we began in 1951. Now we take it a step further. ■

La naissance d'une nouvelle université

Dans mon éditorial de septembre, j'ai soutenu que les professeurs d'université, au Canada, devaient offrir une perspective nouvelle et convaincante de la valeur de l'enseignement postsecondaire. Nous ne devons pas nous limiter à cela. Nous devons rallier un large appui pour cette perspective.

L'urgence de le faire s'impose d'elle-même. Au Manitoba, l'autonomie des universités subit des attaques directes. En Ontario, on met en doute l'idée d'un système universitaire public. Dans ces deux provinces, les législateurs et le grand public nous demandent ce que nous avons à offrir en échange d'un système universitaire privatisé et contrôlé par les clients.

À ces questions, je donne toujours les réponses de longue date de l'ACPPU mais elles ne réussissent pas toujours à convaincre les tenants néoconservateurs d'un petit gouvernement. Voici donc quelques notes sur les caractéristiques de la «nouvelle université». Certaines viennent de l'usage, d'autres non.

La nouvelle université doit préserver son engagement historique et démocratique envers les étudiants et leurs familles. Les universités canadiennes, surtout depuis 1945, accueillent plus d'étudiants qu'avant. Nos diplômés sont bien préparés pour travailler en politique, dans le domaine culturel, en recherche et développement et dans le milieu des affaires. Les gens à faible revenu, la classe ouvrière et les membres des groupes voulant l'équité accèdent encore avec difficulté aux études postsecondaires. Bien que nos universités soient plus ouvertes et plus diversifiées, elles ont encore du chemin à faire.

Les universités devraient continuer à jouer le rôle de «collectivités d'intentions». Au sein des universités canadiennes cohabitent des conseils d'université, des conseils d'administration, des syndicats et des associations de professeurs, des associations de personnel enseignant et d'étudiants, et j'en passe. Au mieux, ces organismes sont autonomes et leur mode de fonctionnement est transparent et équitable. En ce sens, les universités canadiennes sont des collectivités d'intentions. Au mieux, elles font preuve d'en engagement profond envers l'acquisition du savoir et la vie démocratique.

Les universités offrent un contraste austère par rapport au consumérisme et à l'idée que les faits ou les facteurs économiques sont tout ce qui compte dans la vie. Le marché ne peut répondre aux grandes questions sociales ni satisfaire notre envie de faire de l'art ou de comprendre les forces fondamentales qui s'opposent dans la société et dans la nature.

Si la loi du marché régnait, les universités seraient des domaines privés. Certaines attireraient massivement des étudiants mais effectueraient peu de recherche. D'autres accueilleraient moins d'étudiants et recevraient plus de crédits pour la recherche. Elles subiraient cependant davantage un contrôle sur leur gestion que maintenant. La nouvelle université retrouverait son engagement envers tout ce qui est public, transparent et démocratique dans sa constitution et sa direction, et l'intensifierait.

La nouvelle université doit tenir ses promesses envers le principe de l'autorité du savoir. Une vie guidée par le savoir et la compréhension est une meilleure vie. Et il vaut mieux avoir plus de connaissances et de compréhension que pas assez. Concrètement, nous préférons presque tous être opérés par un chirurgien qui a une grande connaissance de l'anatomie humaine que par une personne qui n'a pas touché à cette discipline pendant ses études de médecine. Nous préférons vivre dans une collectivité qui voit la politique et la collectivité d'un point de vue démocratique et informé que dans un milieu totalement incapable de composer avec l'évolution rapide des choses. Nous préférons vivre dans un monde où l'éducation et la compréhension, qui ne sont jamais suffisantes, sont accessibles à tous.

Bref, les Canadiens et les Canadiennes préfèrent une culture civique et démocratique, acquise grâce à une éducation publique universelle, plutôt que de s'abandonner aux forces du gestionnariat et de l'indifférence sociale.

Nous ne devons pas perdre de vue l'importance de la recherche et du renouvellement de l'enseignement. L'université donne autant de valeur à la recherche qu'à l'enseignement. Les champs inactifs de la connaissance s'éteignent. Toutefois, la recherche est incomplète si elle n'est pas communiquée. Dans certains cas, cette communication se fait en classe, parfois par la publication et les réunions publiques. Dans d'autres cas encore, elle sera rapidement communiquée par ces deux moyens.

Dans chaque cas, la qualité est maintenue par un accès public et libre à l'éducation et au moyen de l'évaluation par les pairs de la recherche et de ses résultats. L'équilibre entre la recherche et l'enseignement dans les universités canadiennes permet d'expliquer l'intérêt que nos étudiants manifestent à l'égard d'une pléthore de disciplines et de matières, de l'égyptologie à l'astronomie en pensant par l'administration des affaires.

Le professionnalisme doit continuer d'être le garant de la qualité. Au siècle dernier en particulier, les praticiens de nombreux champs du savoir se sont groupés en fonction de leur discipline, formant souvent des associations ou des sociétés professionnelles. Ces associations offrent d'importantes garanties de la qualité de la recherche et de la pratique dans leur discipline respective. Ces professions se distinguent par le fait que leurs praticiens s'autocontrôlent et font leur travail ouvertement. Sans ces deux caractéristiques, nous risquons de nous faire reprocher d'être un groupe exclusif et de parler une langue connue de nous seuls.

Tout ce qui précède ne sert qu'à entamer le débat. L'ACPPU a une énorme tâche à accomplir à ce chapitre, tâche qu'elle a commencée en 1951. Nous passons maintenant à une autre étape. ■